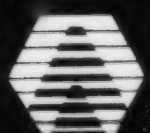
ALBERTA APPRENTICESHIP AND
INDUSTRY TRAINING BOARD

1999 • 2000 Annual Report

Strengthening the Foundation



Alberta Apprenticeship
and Industry Training

Excellence through training and experience

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June 2000

Honourable Dr. Lyle Oberg
Minister
Alberta Learning
227 Legislature Building
10800-97 Avenue
Edmonton, Alberta
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Dear Dr. Oberg:

I am pleased to provide you with the eighth annual report of the Alberta Apprenticeship and Industry Training Board. This report covers the Board's operations and achievements for the period April 1, 1999 to March 31, 2000. It also presents a statistical overview of the Alberta apprenticeship and industry training system.

Respectfully submitted,

C.J. (Cliff) Williams
Chairman
Alberta Apprenticeship and Industry Training Board

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A MESSAGE FROM THE BOARD CHAIRMAN

As we begin another year of challenging work, I am proud to chair Alberta's Apprenticeship and Industry Training Board.

The theme of this year's annual report, ***Strengthening the Foundation***, was chosen for a number of reasons. First and perhaps most importantly, it signifies the importance of our industry advisory network. These industry, community and government partnerships are the foundation of Alberta's apprenticeship and industry training system. To ensure future success, we need to support our network partners in their efforts to make the system work and thrive.

Strengthening the Foundation also represents the importance of building on our earlier successes. 1999-2000 was another year that the work of the Board was guided by a Strategic Plan. The Plan springs from ongoing public consultations and is consistent with the business plan of Alberta Learning. It will continue to be a framework for implementing new policies and actions. Major achievements for 1999-2000 were in the areas of communication, training and standards, and include:

- Implementing the *Industry Advisory Network Effectiveness Plan*, which included a highly successful workshop attended by over 200 network members. An action plan is being developed.
- Strengthening communication and partnerships with industry (employers and employees), government, apprentices and public.
- Support for continuing expansion of alternatives in training including more modularization and greater flexibility in time and place of delivery.
- Continuing collaboration with training institutions and industry partners to deliver quality technical training.
- Continuing follow-up on recommendations from industry consultations. Focuses on proposed changes to the *Apprenticeship and Industry Training Act* that would enable the Board's recommendations to be fully implemented while maintaining high industry standards.
- Supporting interprovincial labour mobility.

I am proud of our contribution and confident that the Board's current direction will help Alberta's apprenticeship and industry training system continue to embrace innovation and ensure responsiveness, affordability, effectiveness and accessibility.

C.J. Williams
Chairman

Alberta's apprenticeship system is driven by industry. The system relies on an Alberta-wide network of committees that represent the interests of over 50 trades and crafts, and four occupations.

- Alberta has 50 designated trades and four designated occupations.
- From 1993 to 1999, 30,313 certificates were issued to completing apprentices.
- Although the time varies by trade, apprenticeship training in most of Alberta's 50 designated trades typically takes three to four years.
- On average, apprentices spend 80% of their time in on-the-job training and experience and 20% of their time in technical training at an institution.
- Employers hire and register apprentices, pay wages, provide supervising journeymen and in some cases, also provide equipment to training institutions.
- Apprentices pay tuition fees toward the cost of their technical training.
- Alberta taxpayers fund the primary, secondary and a large part of the post-secondary school system; the development of technical training for apprenticeship, and the administration of apprenticeship and industry training.
- While Alberta's apprenticeship system is supported by government, it is *driven* by industry. Under the guidance of the Board, the system relies on an Alberta-wide network of local and provincial apprenticeship committees, and occupational training committees (LACs, PACs and OTCs), representing the interests of more than 50 trades and crafts, and four occupations. Among the many responsibilities of this network are to set industry-based standards and develop course outlines upon which the technical training is based.
- A recent Board survey showed that *employers* are satisfied with the apprenticeship training system:
    - 95% of employers were satisfied or very satisfied with the skills of their certified journeymen.
    - 86% of employers, associated with the system, were satisfied or very satisfied with the system.
    - 89% were satisfied or very satisfied with the content of their trade's technical training program.
    - 85% of employers indicated that employing certified journeymen and apprentices contributed to their competitive edge and profit margin of their firms.

85% of employers indicated that certified journeymen and apprentices contributed to their competitive edge and profit margin.

- A recent Board survey found that *apprentices* are satisfied with the apprenticeship training system:
    - 91% of 1997-1998 graduates were very or somewhat satisfied with the overall quality of their work experience.
    - 93% of 1997-1998 graduates were very or somewhat satisfied with the overall quality of their technical training.
    - Based on their experiences with apprenticeship training, 94% of the 1997-1998 graduates would still become an apprentice.

The vision and principles of the apprenticeship and industry training system are consistent with the principles for Alberta's learning system as a whole.

Vision

Alberta's apprenticeship and industry training system will continue its leadership role in developing Alberta's highly skilled and trained workforce. In keeping with the goals of Alberta Learning, the system will provide quality programs that are responsive, flexible, accessible and affordable; enable learners to demonstrate high standards; prepare learners for life-long learning, work and citizenship; develop and maintain effective relationships with partners, and operate responsibly and responsively.

Principles

Following are the underlying principles of Alberta's apprenticeship and industry training system:

- Albertans who wish to pursue a career in the trades or designated occupations have opportunities to participate in apprenticeship and industry training and work toward acquiring the highest possible standards of knowledge and skills.
- Apprentices and trainees will make a financial contribution to the costs of technical training consistent with the benefits they receive.
- Provincial and interprovincial industry standards are the foundation of apprenticeship and industry training in Alberta. Industry, consisting of employers and employees, is responsible for setting training criteria and standards, and for providing on-the-job training and work experience.
- Government, with input from industry, has a role in regulating apprenticeship training and in helping Albertans to acquire the skills and competencies required to work in the trades and designated occupations.
- Apprenticeship and industry training is based on effective partnerships between and among government, industry, and apprentices and trainees. Training institutions are key participants in the system.

Alberta's apprenticeship and industry training system is an industry-driven partnership. That partnership is the basic foundation of the system.

Board Mandate

To support the vision, the Board provides advice to the Minister of Learning on the training and certification of people in designated trades and occupations, and on the needs of the Alberta labour market.

Other specific functions of the Board include:

- Setting training and certification standards in all trades and designated occupations.
- Appointing people to provisional committees, local and provincial apprenticeship committees (LACs and PACs), and occupational training committees (OTCs).
- Developing regulations, with the approval of the Minister, regarding designated trades and designated occupations.
- Developing policies for recognizing training programs as equivalent to those provided under the Act.

- Reviewing requests for designation or re-designation of trades and occupations.
- Recognizing apprenticeship and student work experience programs, as well as other training and work experience programs, as defined in the *Apprenticeship and Industry Training Act.*
- Monitoring activities of PACs.

Board Membership

The Board consists of

- A chairman
- Four members representing employers in designated trades
- Four members representing employees in designated trades
- Two members representing employers in non-trade occupations
- Two members representing employees in non-trade occupations

Two Board members share a vice-chairman position.

Standing Committees of the Board

The Board has four standing committees to assist with its work:

- **Labour Market Issues and Board Operations Committee**
  Monitors labour market activity and identifies industry training needs and opportunities, and addresses operational activities of the Board.
- **Industry Standards Committee**
  Formulates policy and standards to meet emerging requirements of the apprenticeship and industry training system.
- **Provincial and Local Apprenticeship Committees' and Occupational Training Committees' Nominations Committee**
  Monitors the operations of the apprenticeship and industry training advisory network and reviews nominations for membership in the provincial apprenticeship committees (PACs), local apprenticeship committees (LACs) and occupational training committees (OTCs).
- **Nominations Review Committee**
  With the assistance of the Department, reviews applications and provides recommendations to the Minister regarding the appointment of Board members.

The Board steers the system. But the system relies on the province-wide network of LACs, PACs & OTCs operating at the grassroots level.

While Alberta's apprenticeship and industry training system is supported by government, it is *driven* by industry, a term that includes both employers and employees.

The Board steers the system. But the system relies on a network of local and provincial apprenticeship committees and occupational training committees (LACs, PACs and OTCs), representing the interests of more than 50 trades and crafts, and 4 occupations. The network is responsible for setting standards and developing course outlines upon which technical training is based.

The Board, LACs, PACs and OTCs are composed of equal numbers of employers and employees.

Key Participants: Everyone has responsibilities

Employers and Employees through LACs, PACs, OTCs
- Monitor changes in their trade and identify the need for improvements to both on-the-job and technical training.
- Set standards for the skills and competencies required for certification in their trade.
- Develop technical training content.
- Recognize related trades training and certification.
- Recognize training and certification from other jurisdictions.

Structure and Organization of the Alberta Apprenticeship and Industry Training System

The Alberta Government
- Provides the framework within which this activity takes place.
- Supports employers and employees who are developing training content and standards.
- Promotes apprenticeship training and certification programs.
- When needed, reimburses committee members for travel and living expenses and pays a modest honorarium.

The Technical Institutes and Colleges
- Work with the Board and the industry advisory network of LACs, PACs and OTCs to enhance access and responsiveness to industry needs through delivery of technical training.
- Develop lesson plans from industry's course outlines.
- Teach technical training to apprentices.

Alberta Government Restructuring – May 1999

Premier Klein announced a major restructuring of the Alberta Government in May 1999. The Apprenticeship and Industry Training division is now part of Alberta Learning, a new Ministry which has been reconstructed of parts of the former Advanced Education and Career Development, and Alberta Education. Restructuring within the new Department was completed during 1999-2000. Apprenticeship and industry training remains a core business of the Department. Because Alberta Learning includes the kindergarten to grade 12 learning system, there are new opportunities for collaboration on activities such as the Registered Apprenticeship Program (RAP) and school-to-work transition.

A Responsive Strategic Plan

During 1999-2000, the Apprenticeship and Industry Training Board continued to implement a strategic plan. The plan guides the work of the Board. It is through the plan that the Board strives to achieve the vision for apprenticeship and industry training in Alberta.

The strategic plan guides the Board's work. It is compatible with the business plan of Alberta's learning system as a whole.

The plan serves as a framework for implementing new policies and actions. Adjustments are made on a continuous basis to ensure that the Plan remains responsive to emerging concerns and issues.

The goals, objectives and key performance indicators of the strategic plan are consistent with those set out in the business plan of Alberta Learning.

Goals

The Board has established three goals to help it successfully fulfill its role and move towards the vision of the apprenticeship and industry training system. It recognizes that innovation must play an integral role in reaching the goals.

1. ***Communication: Strengthening and Developing Partnerships***
   To promote apprenticeship and industry training in Alberta by strengthening and developing partnerships.

2. ***Training: Effective, Efficient and Responsive***
   To encourage and support work experience and technical training.

3. ***Standards: High Quality in Training and Certification***
   To develop and maintain high standards of training and certification.

Major Achievements of the Plan

Major achievements in the second year of the strategic plan are as follows. They are grouped according to the goal they support.

1. Communication: Strengthening and Developing Partnerships

The strength of the Alberta apprenticeship and industry training system is that it's a "bottom up" system. It is through the knowledge, expertise and commitment of industry on the LACs, PACs, and OTCs that the system has grown and thrived. But we can't afford to be complacent."

Cliff Williams
Board Chair

The Apprenticeship and Industry Training Board recognizes that effective communication with all partners is essential to the continued success of the apprenticeship and industry training system. During 1999-2000, the Board took steps to enhance communication with and involvement of a variety of partners including industry, employers, and apprentices.

Industry Advisory Network Effectiveness Plan

Strengthening the industry advisory network through better communication was a key focus for the Board during 1999-2000. In response to what the Board heard during industry consultation, the Board continued implementation of its *Industry Advisory Network Effectiveness Plan*. The plan is a framework for strategies to strengthen the overall functioning of the network. There are five main objectives under the effectiveness plan:

- To improve PAC/LAC/OTC structure,
- To increase interaction between PACs/LACs/OTCs, the Board and industry,
- To promote PACs/LACs/OTCs through a variety of means,
- To promote PACs/LACs/OTCs through the *Update* newsletter, and
- To provide PACs/LACs with improved resource material.

Following are some of the key initiatives implemented under the effectiveness plan.

Industry Advisory Network Workshop

The Board sponsored an Industry Advisory Network Workshop on October 24 - 25, 1999 in Edmonton to find ways to strengthen the collaboration and cooperation within the advisory network system and with the various industries.

Over 200 people representing various parts of the industry advisory network attended the workshop. Participants included presiding officers of PACs and LACs, and OTCs, Board members, and Apprenticeship and Industry Training division staff from Alberta Learning. Workshop participants brought forward a wide range of proposals to improve the

Industry Advisory Network. Strategies on which the Board, along with LAC, PAC, and OTC members intend to focus include:
- improve links between LACs and PACs,
- improve communications, and
- improve LAC meetings.

Other proposals were also brought forward, including business plans for PACs and LACs, new promotional strategies and "self-evaluation" surveys for PACs and LACs to administer annually. The Board has discussed what specific actions could be taken between the Board, LACs, PACs and Department staff in these areas. In 2000-2001, work will proceed on developing detailed strategies and initiatives. These actions will be presented to the Board for approval later in the year.

Due to the overwhelming success of the workshop, the Board agreed to hold another industry advisory network workshop within the next two years.

Other actions to strengthen the network

In addition to the workshop, other actions to enhance the industry advisory network during 1999-2000 included:
- A special edition of the ***Update*** newsletter provided detailed information about discussions, outcomes, possible action steps and excerpts from the keynote address.
- A new resource manual for LAC and PAC members was produced and distributed to all committee members, presiding officers and committee secretaries. The manual is intended to provide concise and useful information on all aspects of the apprenticeship and industry training system.
- The following presiding officers and other representatives of the PACs attended Board meetings throughout the year: agricultural mechanic, autobody technician, automotive service technician, bricklayer, cabinetmaker, crane and hoisting equipment operator, electrician, electronic technician, elevator constructor, floorcovering installer, gasfitter, glazier, hairstylist, heavy equipment technician, insulator, lather-interior systems mechanic, locksmith, plumber, power system electrician, recreation vehicle service technician, refrigeration and air conditioning mechanic, sheet metal worker, steamfitter-pipefitter, tool and die maker, and water well driller.

"...it's one thing to get to the issues, but to get to the actual solutions - that great. And now they're going to form an action plan from what we discussed. That's even more than I hoped!"
Industry Advisory Network Workshop Participant

Enhancing communication with employers, apprentices and training institutions

- The Board chairman and the executive director of Apprenticeship and Industry Training continue to visit Alberta training institutions to meet their board members, senior officials and apprenticeship instructors and to tour facilities.
- Deans and other senior representatives from the Northern Alberta Institute of Technology (NAIT), Southern Alberta Institute of Technology (SAIT), Olds College, Lethbridge Community College and Red Deer College attended Board meetings to provide advice, make presentations and participate in discussions.
- The ***Update*** newsletter continues to be published on a regular basis. With a circulation of 60,000 the newsletter has been well received as a way to hear about the latest developments in apprenticeship and industry training and in each of the designated trades and occupations.
- The Apprenticeship and Industry Training website *(www.tradesecrets.org)* continues to be enhanced, including better links with the Alberta Learning Information Service (www.alis.gov.ab.ca), a career planning and career information website.

Encouraging Alberta industry to participate in the apprenticeship program

- During 1999-2000, an ambitious three-year Apprenticeship and Industry Training Communications Plan was continued. Year 2 initiatives being implemented include:
    - Continuous updates and posting of information on the Internet through the apprenticeship website *www.tradesecrets.org*.
    - New promotional materials to raise awareness of the apprenticeship system including lapel pins and "we support" decals for employers.
- The Board continues to partner with Alberta employers, and employer and employee associations to encourage them to register and train apprentices and employ certified journeymen. Officials from some of Alberta's largest companies and organizations attend Board meetings as guests.
- The Board supported the efforts of the Construction Owners Association of Alberta (COAA) in developing a CD-ROM to encourage people to consider entering designated trades and occupations. The CD-ROM will be distributed to junior high and high schools, libraries and other educational institutions.

The Board continues to partner with Alberta employers, and employer and employee associations to encourage them to register and train apprentices and employ certified journeymen.

Enhanced communication with Department staff

In recognition of the important link between the Board and staff of Alberta Learning:

- All staff receive the ***Update*** newsletter.
- Staff are invited to attend Board meetings and committee meetings as

appropriate. During 1999-2000, several staff members attended Board meetings as guests while others made presentations.

- In October 1999, directly following the Industry Advisory Network workshops, the apprenticeship and industry training division also put on a workshop for its entire staff. The executive director outlined key priorities for 1999-2000 and the outcomes of the workshop. The Deputy Minister shared the latest information on departmental restructuring and other key initiatives.

The Chairman regularly meets with industry officials representing a variety of perspectives.

A higher profile for the Board and Apprenticeship and Industry Training

The Board Chairman continues to meet with the Minister, Deputy Minister, and other key government representatives on matters of mutual concern.

- The Chairman regularly meets with industry officials representing a variety of perspectives.
- The Board is involved in high profile conferences and events including the Minister's Forum on Adult Learning and Canadian Council of Directors of Apprenticeship (CCDA) Board Chairs were also co-hosts of the National Apprenticeship Conference in June 1999 in Winnipeg.
- During 1999-2000, the Board Chairman was elected Chairman of the Interprovincial Alliance of Board Chairs. The Alliance also meets with the CCDA on a regular basis.
- The Chairman attended two meetings in Halifax to explore the feasibility of a new national apprenticeship body. A new national body would assume similar functions to the former Canadian Labour Force Development Board and its National Apprenticeship Committee. The body would be composed of business, labour, educators and equity groups and would examine and make recommendations on apprenticeship issues.

2. Training: Effective, Efficient and Responsive

In 1999-2000, the Board continued to encourage and support its partners in providing effective and efficient apprenticeship training. New and enhanced initiatives included supporting the expansion of alternative forms of delivery, further modularization of training curriculum, encouraging the use of "train the trainer" programs, and exploring new ways to increase Aboriginal involvement in apprenticeship.

Alternative forms of technical training give journeymen and apprentices access to the latest techniques and information at places and times more suitable to their own needs and circumstances.

Alternatives in technical training

- Work to develop Individual Learning Modules (ILMs) for trades continued during 1999-2000. ILMs are standardized teaching materials for technical training in apprenticeship programs that will enable flexibility in delivery of technical training. The majority of project resources in 1999-2000 have been dedicated to writing modules in automotive service technician, heavy equipment technician, millwright and machinist trades.

"My apprentices get together and talk about what they learned that week. There is lots of interaction right on the job and they work on what they learned right away. WATS is an absolutely great program."

Employer of apprentice cooks

Competency validation has concluded for 20 trades in five clusters. These trades are now adjusting their course outlines, based on data collected during competency validation process.

- In 1999-2000, the Board continued to work with training providers to enhance access and responsiveness to industry needs through alternative forms of technical training. The technical training component of an apprenticeship program was once only available as "block release" format, where an apprentice would attend technical training for four to eight weeks, depending on the trade. More options will continue to be developed for more trades. In 1999-2000, technical training options offered included:
    - Competency-Based Apprenticeship Training (CBAT). Apprentices learn at their own pace while at school. Now available in the carpenter, electrician, locksmith, and welder trades.
    - Distance delivery is now available in the electrician, locksmith and welder trades.
    - Mobile delivery is now available in the bricklayer, communication electrician, crane and hoisting equipment operator (boom truck operator), roofer, and tilesetter trades. During 1999-2000, mobile delivery was also offered in the appliance service technician trade.
    - Weekly Apprenticeship Training System (WATS) training is now available in the cabinetmaker, carpenter, cook, machinist, partsman, and welder trades.
- On site delivery also continued to be offered at the Alberta-Pacific Forest Industries Inc. (ALPAC) for the millwright trade.

Enhancing relationships with training institutions

- A representative from NAIT, SAIT, and the colleges attend each Board meeting. Guests from the colleges also attend on a rotating basis.
- The Board Chairman visited Keyano College, SAIT and NAIT during 1999-2000.
- The Board will continue to correspond with the institutions on apprenticeship training and other issues of mutual concern.

During 1999-2000, the Board endorsed the train the trainer concept and recommended that each provincial apprenticeship committee (PAC) consider it for implementation in their trade's apprenticeship program.

Improved methods of on-the-job training

- To date, the new "blue book" record book has been implemented in 28 trades. Another 20 have endorsed its development. Roofer and the refrigeration and air conditioning technician trades have continued with their current record books.
- Supporting journeymen in their role as trainers - "training the trainers" - is a priority for the Board. During 1999-2000, the Board endorsed the train the trainer concept and recommended that each provincial

apprenticeship committee (PAC) consider it for implementation in their trade's apprenticeship program. Training materials, including a video, are available. The concept has already been adopted by several PACs, including: carpenter, electrician, partsman, and sheet metal worker.

Keep training content current

- The Board and the provincial advisory committees (PACs) regularly review course content, including examinations, to ensure that it keeps up with emerging skill requirements. During 1999-2000, the Board, with recommendations from the respective PACs, approved updated course content for the following trades: boilermaker, cook, crane and hoisting equipment operator, elevator constructor, glazier, machinist, painter and decorator, partsman, and sheet metal worker. The Board also approved in principle changes to the Qualification Practical Exam for: crane and hoisting equipment operator, insulator, recreation vehicle service technician, and structural steel and plate fitter trades. The Board also approved a process to provide certification for construction craft labourer. In addition, the Agricultural Mechanic PAC has established detailed entrance requirements.

The General Motors and John Deere pilot projects were designed to meet industry needs for highly skilled and trained tradespeople. They were so successful, they will continue as industry-sponsored components of the regular apprenticeship program.

Meeting the skill requirement needs of industry

- The Outdoor Power Equipment Technician Provisional Committee recommended in 1998-1999 that outdoor power equipment technician become an optional designated trade. During 1999-2000, the Committee reviewed the results of a survey to determine support for optional trade or occupational designation. The Board will recommend to the Minister that the Outdoor Power Equipment Technician occupation be designated as a trade.
- The General Motors Automotive Service Technician Educational Program (ASEP) completed a four-year pilot program in June 1999. General Motors donated computer equipment, manuals, training materials, vehicles and vehicle components to NAIT and SAIT. The ASEP pilot project gave apprentices access to advanced technology and addressed industry needs for qualified service technicians trained on state-of-the-art equipment. The Board approved the ASEP program as a General Motors sponsored program under the umbrella of the Alberta Automotive Service Technician apprenticeship program.
- The John Deere Agricultural Technician pilot project moved into its final year during 1999-2000. The four-year program was intended to give apprentices access to advanced technology and addressed industry needs for qualified technicians trained on state-of-the-art equipment. During the pilot project, John Deere donated or loaned agricultural equipment, special tools, training aids, and staff training to Olds College. The Board agreed to continue the Agricultural Technician program as a John Deere

sponsored program to supplement the Alberta Agricultural Mechanic and Heavy Equipment Technician apprenticeship programs.

Supporting training for youth

- As part of the government reorganization carried out in May 1999, the Apprenticeship and Industry Training division became part of the new Department of Learning. The Department has responsibility for learning in Alberta, including Early Childhood Services to Grade 12 and adult learning. The Board is confident this will provide new opportunities to strengthen apprenticeship initiatives aimed at youth.
- The Board continued to support the Registered Apprenticeship Program (RAP). Through RAP, high school students get work experience in a trade while receiving credit towards a high school diploma and a journeyman certificate. There are more than 580 high school students in RAP, and an equal number of graduates are currently completing apprenticeships they started in high school.
- *CAREERS...The Next Generation Foundation* also received support and encouragement from the Board. *CAREERS...The Next Generation* promotes trades and technologies to youth. The Foundation works with industry to make new entry-level apprenticeship positions available to youth across the province.

During 1999-2000, the Board continued to discuss Aboriginal initiatives within an apprenticeship context.

Aboriginal initiatives

During 1999-2000, the Board continued to discuss Aboriginal initiatives within an apprenticeship context. A special committee of the Board has reviewed the report of the Aboriginal Projects Steering Committee, a group composed of: the Canadian Council of Directors of Apprenticeship, the Interprovincial Alliance of Apprenticeship Board Chairs, the Aboriginal community, Human Resources Development Canada and the National Apprenticeship Committee of the Canadian Labour Force Development Board. *Aboriginal Participation in Apprenticeship: Making It Work* contained 36 recommendations and an action plan.

The Board's committee will be examining possible initiatives to increase Aboriginal participation in Alberta's apprenticeship programs. Possible strategies may include expanding programs already aimed at Aboriginal people.

Increasing departmental effectiveness

- During 1999-2000, the Apprenticeship and Industry Training division undertook the *Business Process Re-engineering Project*. The project arose from a desire to enhance client service and is an initiative to re-engineer the automated and manual components of the administration of apprenticeship and industry training. The project included a review of business processes and information systems. The business processes

As a result of industry consultations, enhancements to the Apprenticeship and Industry Training Act have been recommended for introduction during the Spring 2000 sitting of the Alberta Legislature.

provided an opportunity for the division to re-organize work functions so that they would fit together more naturally. The overall goal is to help the division increase efficiency and therefore strengthen its ability to provide service and support to as well as collaborate with its internal and external clients. Next steps should include accommodations for new and evolving programs, automated scheduling of apprentices into technical training and data sharing both internally and externally to the Department.

3. Standards: High Quality in Training and Certification

Developing and maintaining high standards of industry training and certification continues to be a priority for the Board. Included in the Board's strategic plan are recommended enhancements to the *Apprenticeship and Industry Training Act*, continued development and use of Key Performance Indicators (KPIs), promoting responsive methods of trade certification, and the development of an interprovincial common core curriculum standard for the carpenter trade.

Following up on recommendations from the industry consultations: Changes to the Apprenticeship and Industry Training Act

As a result of industry consultations, changes to the *Apprenticeship and Industry Training Act* have been recommended for introduction during the Spring 2000 sitting of the Alberta Legislature. These changes will allow the Board more flexibility and responsiveness in dealing with apprenticeship issues. The following were developed after receiving input from partners throughout industry. The amendments would:

- **Allow the Board greater flexibility in finding solutions related to describing a trade.** For example, in the crane and hoisting equipment operator trade, the provincial apprenticeship committee would like to allow individuals who are not apprentices or certified journeymen but who have successfully completed training programs approved by the PAC to work on certain boom trucks (e.g. equipment operated by utility company workers). The recommended amendments to the Act would allow this to happen.
- **Remove program and process details such as entrance requirements and program length from the Act.** Program standards would continue to be set by the Board, on the recommendation of the PACs and OTCs representing the particular trade or occupation. This would ensure that program standards continue to reflect industry's needs.
- **Provide for competency based certification program in designated occupations.** The new focus would be on an individual's competencies, rather than on how those competencies were acquired. Providing for a competency based certification program would allow the Board to be more responsive to industry's needs. The provision of a competency based certification program is consistent with Alberta's current labour market practices and workforce development strategies.

- **Allow the implementation of changes to strengthen the operation of industry advisory committees.** Such changes could include giving committees more functions and simplifying processes.

There has also been a recommendation to update the *Act*, edit for clearer language and ensure consistency with the amendments that have been enacted since 1991.

Developing and maintaining industry standards

- Existing journeyman/apprentice ratios will remain in regulation, with the norm being one journeyman to one apprentice (1:1). All ratios in regulation will continue unless the Apprenticeship and Industry Training Board, in consultation with Provincial Apprenticeship Committees, recommends changes to the Minister.
- Wage percentages will also remain in regulation unless the Alberta Apprenticeship and Industry Training Board, in consultation with the applicable Provincial Apprenticeship Committee, recommends changes or removal to the Minister.

The Qualification Certificate Program provides a way to recognize competencies that a person has obtained through a review of prior work experience, knowledge and skills.

Promoting alternative and responsive methods of trade certification

- Criteria and process for designation of trades and occupations were developed and approved.
- The Qualification Certificate Program provides a way to recognize competencies that a person has obtained through a review of prior work experience, knowledge and skills. Successful persons are issued an Alberta Qualification Certificate. This certificate is a recognized trade certificate under the *Apprenticeship and Industry Training Act*.
- As in previous years, the Qualification program continues to be advertised publicly.
- The Board continued to promote the availability of the Achievement in Business Competencies (ABC) endorsement program for journeymen who have achieved skills in business and management and also approved the endorsement for Occupational Certificates. Journeymen and those with Occupational Certificates who qualify receive an ABC seal that is attached to their Alberta trade certificate.

93% of Alberta journeymen now have a Red Seal available to them. The Red Seal enables greater mobility of journeymen throughout Canada.

Supporting certification in designated occupations

- In October 1999, the Chairman attended an event to support the warehousing occupation and to celebrate the successful collaboration between the Armed Forces of the Department of National Defence, Fairview College and Alberta Learning. Warehousing became a designated occupation in 1996 and is in a growing sector of the economy. Training is provided by Fairview College. The Armed Forces saw mobility in the private sector as the benefit of certification for many of its personnel. To date, approximately 200 certificates have been granted to Armed Forces personnel.

Supporting labour mobility in Canada

- 93% of Alberta journeymen have an Interprovincial Standards Program (Red Seal) available to them. The "Red Seal" allows qualified trades persons to practice the trade in any province or territory in Canada where the trade is designated as a Red Seal trade. Alberta welcomes tradespeople from other provinces and territories with a Red Seal.
- During 1999-2000, the Board agreed with the recommendation of the Electrician PAC that the Industrial Electrician Red Seal, as well the Construction Electrician Program Red Seal be recognized in Alberta.

Support for the continuing development of other interprovincial standards

- A general framework is in place to discuss the development of standards. The Canadian Council of Directors of Apprenticeship (CCDA) invited Board chairs to attend and participate in the semi-annual CCDA meetings and in their sub-committees.

Supporting and encouraging the development of interprovincial common core curricula

- 1999-2000 marked the end of a pilot project for the carpenter trade to develop an Interprovincial Common Core Curriculum Standard (course outline), a progress book and an industry developed examination item bank for exams. The project was funded through a National Sectoral Adjustment Services initiative in cooperation with the Canadian Construction Association. The curriculum standard, contents of the record book and apprenticeship item bank are now complete. Next steps include a final report to Canadian Council of Directors of Apprenticeship (CCDA) members, evaluation of project, obtaining jurisdictional acceptance of the curriculum standard, a Progress Record Book, an item bank, and translation of project materials.

Work was completed on a pilot project for the carpenter trade to develop an Interprovincial Common Core Curriculum Standard. The curriculum standard, contents of the record book and apprenticeship item bank are now complete.

"All my co-workers told me it was impossible for me to get financial assistance. When I found out there was financial assistance available, I was very grateful."

Apprentice electrician

Working with other training providers

- During 1998-1999, the Maintenance Platoon Control Office of Canadian Forces Base Edmonton had requested that the Department approve persons who reached a QL5 level through the Military Vehicle Technician training program as equivalent to Alberta's Automotive Service Technician or Heavy Equipment Technician programs. In 1999-2000, after an extensive review, the Automotive Service Technician PAC recognized the department of National Defence Qualification Level 3 and 5 Military Vehicle Technician training for the purpose of accreditation to the trades with the provision that certain shortfalls are met.

Ensuring affordability

- The Board continued to work with the Department to ensure that tuition fees are reasonable and that grants and loans are available to apprentices to attend technical training. 1999-2000 represented the end of the tuition fee transition period:
    - Tuition fees for 1999-2000 were $50 per week of training with a minimum fee of $200.
    - The Minister announced the previous year that tuition fees for apprentices would remain at the 1999-2000 rate until 2003.
    - Tuition fees will continue to be set by the department.
- During 1999-2000, the Board began considering a Registered Apprenticeship Program (RAP) Scholarship to recognize the excellence of high school students who have been RAP apprentices, graduated high school and continued in a regular apprenticeship program. The scholarship would seek to encourage early entry into apprenticeship programs, and encourage excellence. The concept would require the establishment of a large endowment fund generated from industry with annual support from government.

Staying receptive to innovations and changes in technology and industry training requirements

- The Board continues to work with industry, PACs, the Department and post-secondary institutions to incorporate the latest technological and other advances in trade curriculum and training methods. In early 1999-2000, the Department announced a $5.7 million grant from the Access Fund to expand apprenticeship technical training spaces and equipment purchases at Alberta post-secondary institutions throughout the province. These grants provided 1787 temporary and 346 permanent spaces in 14 trades at 10 post-secondary institutions.

The Board continues to work with industry, PACs, the Department, and post-secondary institutions to incorporate the latest technological and other advances in trade curriculum and training methods.

- The Apprenticeship and Industry Training Board continues to celebrate the achievements of highly skilled apprentices, journeymen, students and employers across Alberta. 1999-2000 saw many apprentices recognized by the Board and other organizations. 1999-2000 was also a year of honour for the Board as well as for staff of the Apprenticeship and Industry Training division of Alberta Learning.

- The 1999 ***Alberta Apprenticeship and Industry Training Board Awards***, held at the Provinicial Museum of Alberta in Edmonton, honoured 50 Top Apprentices from across Alberta for their achievements in the final year of their apprenticeship program. Strong recommendations from employers accompanied by their first place marks led to their selection for these awards. The Employer Awards of Excellence were presented to Territorial Electric Ltd. (Edmonton) and Scott's Auto Service Ltd. (Calgary.) These employers demonstrated commitment to training apprentices, and to investing in Alberta's apprenticeship and industry training system
- Sponsored by ***Skills Canada Alberta***, the 1999 Provincial Skills Competition at SAIT in Calgary hosted over 700 secondary, post-secondary and apprenticeship participants in 26 areas. Provincial winners were eligible to compete at the 1999 Canadian Skills Competition in Kitchener, Ontario. Alberta sent 52 competitors and won 8 medals.
- The 35th annual International Vocational Training Organization's (IVTO) ***World Skills Competition*** was held for the first time in Canada. Eight Albertans were among 600 competitors from 34 countries who gathered in Montreal November 11-14, 1999. Canada was awarded 3 medals and 11 certificates. A Red Deer apprentice won a bronze medal for commercial wiring (electrician). Four other Albertans received Certificates of Merit. Alberta had the second highest number of participants at the competitions. Alberta's competitors were honoured by both the Board and in the Alberta Legislature.
- The ***Thygesen Scholarship Fund*** awarded its second $500 scholarship in February 2000 to a plumber and gasfitter - 2nd class apprentice. The Fund has been established by former Board Chairman Jake Thygesen with the aim of encouraging high-achieving apprentices to continue their training.
- 1999-2000 represented the second year that ***Rutherford Scholarships*** were awarded to students who pursue apprenticeships. Scholarships are based on marks received in Grades 10, 11 and 12 in Alberta with $400, $800 and $1,300 awarded respectively. The maximum scholarship value is $2,500.

An Albertan won a bronze medal at the internationally renowned World Skills Competition in Montreal. Three other Alberta competitors received Certificates of Merit.

- On May 14, 1999, Premier Klein announced that the Alberta Apprenticeship and Industry Training Board initiative *A Vision for the Future*, was a 1999 bronze recipient of a ***Premier's Award of Excellence***. The Premier indicated that this initiative clearly demonstrated exceptional commitment to client service, business practices, and creating a supportive work environment.

The Board recognizes that all partners in the apprenticeship and industry training system must be accountable for the results of their activities.

The Board recognizes that all partners in the apprenticeship and industry training system - industry (employers and employees), the network of local and provincial apprenticeship committees and the Alberta Government - must be accountable for the results of their activities. In partnership with the Department, the Board has established and implemented several key performance indicators (KPIs).

The following indicators are consistent with KPIs developed for the learning system as a whole.

Employers' satisfaction with the Alberta apprenticeship and industry training system

This indicator measures employers' satisfaction with the Alberta apprenticeship and industry training system. The data was obtained through an employer survey undertaken in early 2000. A survey is conducted every two years to update this indicator.

- 97% of all employers were satisfied or very satisfied with the skills of their certified journeymen. 95% of 1998 employers were satisfied or very satisfied.
- Overall, 90% of all employers associated with the system were satisfied or very satisfied with the system. 86% of 1998 employers were satisfied or very satisfied.

Apprentices' satisfaction with their apprenticeship training

The apprentice satisfaction indicator reflects the percentage of all graduates from the Alberta apprenticeship and industry training system who were very satisfied or somewhat satisfied with the quality of their on-the-job work experience and technical training. A third survey is planned for 2001.

The apprentice satisfaction indicator also compares the opinions of journeymen who completed their training between August 1997 and July 1998 (1997-1998) to those who completed between August 1995 and July 1996 (1995-1996.) The 1995-1996 Graduates of Apprenticeship Satisfaction Survey used a three-point scale whereas the Survey of 1997-1998 Graduates of Apprenticeship Training used a four-point scale.

The most recent results were published in April 1999. Key findings are:

- 91% of 1997-1998 graduates were very or somewhat satisfied with the overall quality of their work experience. 97% of 1995-1996 graduates were fully or somewhat satisfied.
- 93% of 1997-1998 graduates were very or somewhat satisfied and 98% of 1995-1996 graduates were fully or somewhat satisfied with the overall quality of their technical training.
- Based on their experiences with apprenticeship training, 94% of the 1997-1998 graduates would still become an apprentice. 92% of the 1995-1996 graduates would make the same decision.

Yearly training completion ratio

This indicator shows the percentage of first year apprentices who complete that year and go on to complete the rest of their program (both technical training and work experience) within two years of their earliest possible completion date. "First year apprenticeship completers" is defined as those who have completed all their technical training and work experience requirements for the first year of their apprenticeship program. Based on 1998-1999 data provided by Alberta Learning, 75% of first year apprenticeship completers went on to complete the rest of their program within two years of their earliest possible completion date. In 1997-1998, and 1996-1997 this figure was 74% and 73%, repectively.

Responsiveness to the skill requirements of the Alberta economy

This indicator measures employers' satisfaction and the ability of the apprenticeship training system to provide skilled trades people. The data was obtained through employer surveys conducted in 1998 and 2000.

- Overall, 85% of 2000 employers were satisfied or somewhat satisfied with the ability of the apprenticeship training as a method of providing skilled tradespeople. 82% of 1998 employers were satisfied or somewhat satisfied.

LOOKING TO THE FUTURE

In coming months and years, the Board will implement its strategic plan and continue activities that build on its vision, mission and goals, including:

- Implement new strategies to strengthen and support the industry advisory network.
- Promote lifelong learning among journeymen including greater exploration and development of the "train the trainer" concept.
- Further support for alternative forms of training and modularization of technical training.
- Continue to develop and implement recommendations arising from the industry consultations. Emphasis will be on making necessary amendments to the *Apprenticeship and Industry Training Act* and the Board's review of regulations under the government's regulatory review project.
- Continue to implement the strategic communications plan, including publishing ***Update*** newsletter.
- Encourage larger employers to train apprentices.
- Explore new ways to respond to needs of employers and employer groups
- Continue to produce and publish Key Performance Indicators.
- Working towards greater awareness of the labour mobility the Red Seal endorsement offers journeymen.

Board Chairman

C. J. (Cliff) Williams

Mr. Williams is the Chairman of the Board. His term continues until December 31, 2000.

Mr. Williams holds trade certificates in the plumber and gasfitter trades. He has also completed numerous courses in estimating, project and materials management and critical path scheduling. After completing his apprenticeship he worked as a journeymen and a foreman until he founded Williams Plumbing & Heating Co. Ltd. in 1959. He was chief executive officer for 28 years.

In 1988, Mr. Williams joined Construction Labour Relations - an Alberta Association, as a Labour Relations Representative, an organization he had been instrumental in founding in 1970. While with the association, he held positions of director and chairman of the board and chairman of the Mechanical Trade Division of the Association. Mr. Williams retired from full time employment with CLR at the end of 1998.

Mr. Williams has participated in many other organizations. He was a member of and served on committees for the United Association of Journeymen and Apprentices of the Plumbers and Pipefitting Industry of the United States and Canada, Local 488. He has also served as chairman of the Provincial Division and the Edmonton District of the Mechanical Contractors Association of Alberta. He has been a member of the Alberta Labour Relations Board since 1983.

He is currently a trustee for two trust funds: Local 488 Edmonton Pipe Industry Health, Welfare and Pension Fund; and Local 8 Sheet Metal Workers Health and Welfare Trust Fund.

Representing employers in designated trades

Lawrence W. Bates

Mr. Bates' term on the Board continues until August 31, 2001.

Mr. Bates has 35 years of experience in the automotive industry. He is currently president of Stadium Nissan Inc., Calgary. He has worked for General Motors of Canada as a mechanical training instructor, district service manager and supervisor of customer services. He also worked for Jack Carter Chev Olds Cadillac in Calgary as service manager, lease department manager and new vehicles sales manager.

Mr. Bates is also a director of the Calgary Better Business Bureau, and a member of the Calgary Chamber of Commerce and the Rotary Club of Calgary. He is past director of the Motor Dealers Association of Alberta, past president of the Calgary Motor Dealers Association, and past chairman of the Nissan Canada Advisory Board, the Nissan Dealer Performance Group and of the Calgary International Auto and Truck Show.

William A. (Bill) Bussing

Mr. Bussing's term on the Board continues until December 31, 2001.

Mr. Bussing holds a bachelor's degree in electrical engineering and a master's degree in economics. He is a registered professional engineer and a member of the Association of Professional Engineers, Geologists and Geophysicists of Alberta (APEGGA). He has 30 years experience in the construction industry, mainly in electrical work, instrumentation and general construction. He is now general manager, electrical and automation services for Flint Canada Inc.

Mr. Bussing is active in several industry organizations including the Merit Contractors Association, Alberta Construction Association and the Construction Owners Association of Alberta. He is past president of the Edmonton chapter and former board member of the Electrical Contractors Association of Alberta.

Alexander (Alex) Munro

Mr. Munro's term on the Board continues until December 31, 2000.

Mr. Munro holds a trade certificate with an Interprovincial Red Seal in the millwright trade. He has over 30 years experience in the pulp, paper and wood products industry in British Columbia and Alberta. He is employed by Alberta-Pacific Forest Industries Inc. as mill services business group leader. Previous positions with the company include woodroom manager, engineering and maintenance manager, and technical services group leader.

Prior to joining Alberta-Pacific, he was employed by Millar-Western Industries Ltd. in Whitecourt as a millwright, sawmill manager, and maintenance and engineering manager.

Melvin (Mel) Raffard

Mr. Raffard's term on the Board continues until December 31, 2001.

Mr. Raffard holds a trade certificate in the power systems electrician trade. He is also a graduate of the Royal Canadian Electrical Mechanical Engineers school in Kingston, Ontario as both an electrical technician and an infrared technician. He has over 30 years experience in the electrical industry.

Mr. Raffard is employed as director of meter operations and engineering for EPCOR Technologies. He has served on the provincial apprenticeship committee for the power systems electrician trade as both an employer and employee representative. He is also a long-standing member of the Metering Section of the Canadian Electrical Association.

Representing employees in designated trades

Brent M. Bish

Mr. Bish's term on the Board continues until December 31, 2001.

Mr. Bish holds trade certificates in the heavy duty mechanic, partsman and crane and hoist operator trades as well as an occupational certificate in warehousing. He has over 20 years experience in the mining industry and works as a partsman at Cardinal River Coals Ltd., Hinton. He is also 1st vice president of the United Mine Workers of America, Local 1656 and treasurer of the Alberta Council for Sustainable Communities.

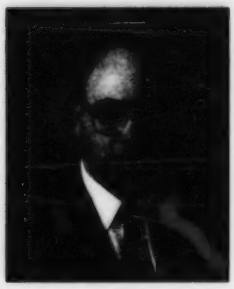
Mr. Bish has played an active role in initiatives such as the establishment of warehousing as a designated occupation.

Marsha Cowley

Mrs. Cowley's term on the Board continues until December 31, 2000.

Mrs. Cowley holds a trade certificate in the hairstylist trade in Alberta and Ontario, and the Alberta Achievement in Business Competencies seal.

Mrs. Cowley has worked in the hairstylist trade for 28 years. For over 17 years, she has worked at Headquarters Salon and Day Spa in Sherwood Park. Prior to that, she owned her own salon in Ontario. Mrs. Cowley has been active with apprenticeship and industry training for the past 16 years. She has been the Presiding Officer for both the PAC and a LAC for the hairstylist trade. Mrs. Cowley also has been involved in developing Interprovincial Red Seal standards for the hairstylist trade.



Donald (Don) Lezetc

Mr. Lezetc's term on the Board continues to December 31, 2000.

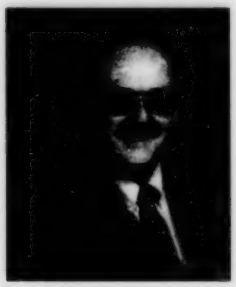
Mr. Lezetc holds trade certificates with an Interprovincial Red Seal in the welder and boilermaker trades, as well as Alberta "A" and "B" pressure welder certificates. For the past nine years, he has been the administrator for the Alberta Boilermaker Joint Apprenticeship and Training Trust Fund. Previously, he worked as the Training Fund's instructor of boilermaker and welder upgrading programs.

Mr. Lezetc has been a member of the International Brotherhood of Boilermakers for almost 40 years working as a welder, boilermaker and supervisor on construction and maintenance of electric power installations, refineries, pulp mills and fertilizer plants in Alberta, British Columbia and Saskatchewan. He has also been involved in the provincial and local apprenticeship committee system for 15 years.

Douglas Smith

Mr. Smith's term on the Board continues to December 31, 2001.

Mr. Smith holds trade certificates in the machinist and millwright trades and a certificate in engineering technology. He is employed at TransCanada Pipelines, where he is team leader in the facilities maintenance department. He worked in manufacturing and maintenance engineering in southern Africa, and as a machinist and general foreman for Acro Machine and Fabrication. He has also been an instructor for the mechanical engineering department of the Southern Alberta Institute of Technology, and has over 35 years of industry experience.



Representing employers in non-trades occupations

Brian G. Bickley
Mr. Bickley's term on the board continues until August 31, 2001.

Mr. Bickley holds certificates in industrial instrumentation, watchmaking and adult continuing education. Mr. Bickley has 30 years experience in industry. He is employed by Syncrude Canada Ltd. as industrial relations manager.

During his time with Syncrude, he has also been instrument supervisor, shutdown manager and maintenance manager. Before joining Syncrude, Mr. Bickley worked with the Steel Company of Canada and Texaco Canada Ltd.

Leonard J. Gabert
Mr. Gabert's term on the board continues until December 31, 2000.

Mr. Gabert has 25 years experience in the rural natural gas industry, where he has also played an instrumental role in establishing gas utility operator as a designated occupation. He is past secretary treasurer and current zone 5 director for the Federation of Alberta Gas Co-ops Ltd., which is a member-owned organization dedicated to providing technological and training support for the safe delivery of natural gas to 100,000 rural Alberta businesses and residences. Mr. Gabert also serves as director, Paintearth Gas Co-op Ltd.

Mr. Gabert owns a mixed farm in the Castor area and is actively involved in the agriculture industry.

Mr. Gabert also volunteers for various charitable organizations.

Representing employees in non-trades occupations

D. Craig Evans
Mr. Evans' term on the board continues until December 31, 2001.

Mr. Evans holds a partsman trade certificate. He has been employed for Waterous Detroit Diesel-Allison for 25 years, where he is currently a parts manager.

Mr. Evans has served as a committee member and Presiding Officer for both the Provincial Apprenticeship Committee and Local Apprenticeship Committee for the partsman trade.

Bob Genée
Mr. Genée's term on the board continues until December 31, 2000.

Mr. Genée holds a trade certificate with an Interprovincial Red Seal in the carpenter trade. He has worked in the construction industry for 22 years, of which 18 years was in the carpenter trade. For the past four years he has been a District Administrator for Coram Construction.

Mr. Genée is also certified as a Construction Safety Officer for the Alberta Construction Safety Association.

STATISTICAL PROFILES:
OUTPUT OF ALBERTA'S APPRENTICESHIP AND INDUSTRY TRAINING SYSTEM

CHART 1 Alberta Apprenticeship Graduates, 1958 to 1999

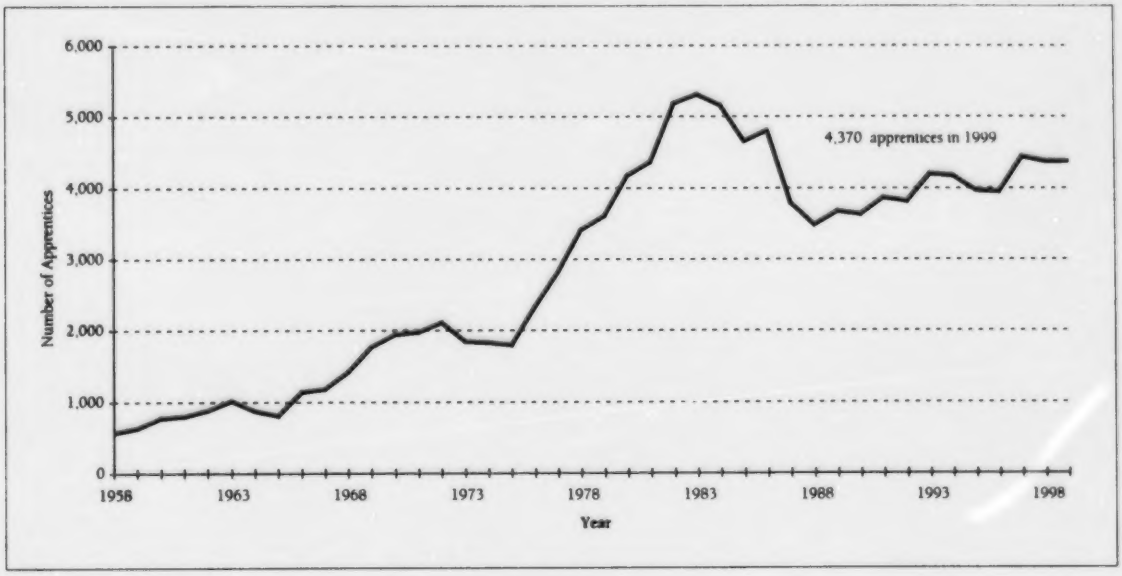


TABLE 1 Alberta Apprenticeship and Labour Force Statistics, 1993 to 1999

	1993	1994	1995	1996	1997	1998	1999	1993-99 % Change
Total Apprenticeship Registrations (all trades)	21,383	21,546	23,407	24,836	27,179	30,555	31,390	47%
New Apprenticeship Registrations (all trades)	6,002	7,264	7,973	7,923	9,642	10,680	9,679	61%
Labour Force (thousands)	1,436	1,463	1,489	1,520	1,550	1,606	1,648	15%
Employed (thousands)	1,296	1,337	1,373	1,413	1,457	1,514	1,553	20%
Unemployed (thousands)	139	126	116	107	93	92	95	-32%

Source: Apprenticeship and Industry Training and Information and Strategic Services divisions, Alberta Learning

TABLE 2 - Alberta Apprenticeship Registrations, Cancellations and Graduations by Trade, 1999

Trade	Total Registered Apprentices on December 31, 1999	New Apprentices Registered During 1999 (Note 1)	Apprenticeship Cancellations During 1999 (Note 2)	Apprenticeship Graduations During 1999
AGRICULTURAL MECHANIC	118	30	19	37
APPLIANCE SERVICE TECHNICIAN	77	26	15	2
AUTOBODY TECHNICIAN	548	161	88	72
AUTOMOTIVE SERVICE TECHNICIAN	2,366	620	254	329
BAKER	237	64	46	64
BOILERMAKER	123	36	6	19
BRICKLAYER	121	52	19	10
CABINETMAKER	455	140	53	33
CARPENTER	2,219	924	741	187
COMMUNICATION ELECTRICIAN	220	97	28	5
CONCRETE FINISHER	62	29	17	8
COOK	1,037	361	268	178
CRANE AND HOISTING EQUIPMENT OPERATOR	629	314	119	109
ELECTRICAL REWIND MECHANIC	54	13	9	6
ELECTRICIAN	4,144	1,235	633	401
ELECTRONIC TECHNICIAN	63	13	22	9
ELEVATOR CONSTRUCTOR	85	54	6	2
FLOORCOVERING INSTALLER	55	24	17	11
GASFITTER (FIRST CLASS)	191	58	40	32
GASFITTER (SECOND CLASS)	1	0	2	219
GLAZIER	112	52	23	9
HAIRSTYLIST	1,348	674	252	455
HEAVY EQUIPMENT TECHNICIAN	2,579	637	246	401
INSTRUMENT MECHANIC	1,022	280	141	89
INSULATOR	253	93	46	28
IRONWORKER	177	78	18	14
—METAL BUILDING SYSTEMS ERECTOR	104	45	32	20
LANDSCAPE GARDENER	224	62	48	30
LATHER-INTERIOR SYSTEMS MECHANIC	68	35	3	7
LOCKSMITH	75	21	18	7
MACHINIST	889	144	86	124
MILLWRIGHT	1,260	341	123	182
MOTORCYCLE MECHANIC	114	34	14	17
PAINTER AND DECORATOR	144	50	40	11
PARTSMAN	681	249	99	102
PLUMBER	1,722	584	152	132
POWER LINEMAN	138	42	10	27
POWER SYSTEM ELECTRICIAN	68	29	6	14
PRINTING & GRAPHIC ARTS CRAFTSMAN	34	1	12	3
RECREATION VEHICLE SERVICE TECHNICIAN	119	38	11	15
REFRIGERATION & AIR CONDITIONING MECHANIC	407	106	40	52
ROOFER	125	52	16	9
SAWFILER	25	5	3	7
SHEET METAL WORKER	700	201	85	64
SPRINKLER SYSTEMS INSTALLER	139	71	14	22
STEAMFITTER-PIPEFITTER	1,230	345	128	96
STRUCTURAL STEEL & PLATE FITTER	161	43	43	23
TILESETTER	48	28	7	1
TRANSPORT REFRIGERATION MECHANIC	46	17	7	6
WATER WELL DRILLER	24	10	7	12
WELDER	4,549	1,061	545	658
TOTAL	**31,390**	**9,679**	**4,677**	**4,370**

Source: Apprenticeship and Industry Training Division, Alberta Learning

Note 1: For the purposes of this report, new apprentices registered in 1999 includes first time ever registrants, apprentices registered in a second or multiple trades, and re-instated apprentices.

Note 2: An initiative was undertaken in 1999-2000 to identify and assist apprentices' progress in their program. Inactive apprentices were reinstated or cancelled.

TABLE 3 - Total Apprenticeship Registrations (Totals, Average, and Percentage Change) by Trade, 1993 to 1999*

TRADE	1993	1994	1995	1996	1997	1998	1999	1993-99 Average	1993-99 % Change
AGRICULTURAL MECHANIC	55	70	97	101	111	143	118	99	115%
APPLIANCE SERVICE TECHNICIAN	79	99	95	90	68	68	77	82	-3%
AUTO BODY TECHNICIAN	585	512	525	537	539	546	548	542	-6%
AUTOMOTIVE SERVICE TECHNICIAN	2,108	1,914	1,922	2,043	2,169	2,330	2,366	2,122	12%
BAKER	208	240	267	299	303	283	237	262	14%
BOILERMAKER	116	98	94	116	105	112	123	109	6%
BRICKLAYER	84	77	83	59	62	98	121	83	44%
CABINETMAKER	376	361	379	373	385	401	455	390	21%
CARPENTER	1,828	1,719	1,695	1,744	1,873	2,223	2,219	1,900	21%
COMMUNICATION ELECTRICIAN	99	88	110	114	120	158	220	130	122%
CONCRETE FINISHER	4	53	83	77	60	58	62	57	1450%
COOK	998	986	1,085	1,204	1,197	1,123	1,037	1,090	4%
CRANE & HOISTING EQUIPMENT OPERATOR	172	371	530	657	689	531	629	511	266%
ELECTRICAL REWIND MECHANIC	59	49	50	52	55	55	54	53	-8%
ELECTRICIAN	2,805	2,796	2,748	2,825	3,255	3,951	4,144	3,218	48%
ELECTRONIC TECHNICIAN	129	118	105	110	97	81	63	100	-51%
ELEVATOR CONSTRUCTOR (Note 1)		3	13	22	29	38	85	32	2733%
FLOORCOVERING INSTALLER	77	73	80	68	62	60	55	68	-29%
GASFITTER	144	149	182	208	199	208	192	183	33%
GLAZIER	116	100	102	88	97	92	112	101	-3%
HAIRSTYLIST	1,132	1,175	1,347	1,450	1,379	1,383	1,348	1,316	19%
HEAVY EQUIPMENT TECHNICIAN	1,424	1,481	1,756	1,951	2,259	2,588	2,579	2,005	81%
INSTRUMENT MECHANIC	988	940	890	901	903	975	1,022	946	3%
INSULATOR	300	274	270	234	204	233	253	253	-16%
IRONWORKER (Note 2)	80	72	244	166	185	244	281	182	251%
LANDSCAPE GARDENER	315	286	300	295	274	240	224	276	-29%
LATHER/INTERIOR SYSTEMS MECHANIC	49	53	63	48	46	43	68	53	39%
LOCKSMITH (Note 3)		61	88	93	88	79	75	81	23%
MACHINIST	362	428	535	618	774	955	889	652	146%
MILLWRIGHT	736	767	870	968	1,100	1,225	1,260	989	71%
MOTORCYCLE MECHANIC	72	76	86	82	93	111	114	91	58%
PAINTER & DECORATOR	150	152	159	160	148	144	144	151	-4%
PARTSMAN	491	460	500	557	605	635	681	561	39%
PLUMBER	1,230	1,155	1,110	1,080	1,213	1,422	1,722	1,276	40%
POWER LINEMAN	206	146	120	100	129	134	138	139	-33%
POWER SYSTEM ELECTRICIAN	62	48	41	33	47	59	68	51	10%
PRINTING & GRAPHIC ARTS CRAFTSMAN	184	151	127	100	78	50	34	103	-82%
RECREATION VEHICLE SERVICE TECHNICIAN	67	78	72	71	77	107	119	84	78%
REFRIGERATION & A.C. MECHANIC	300	309	314	361	392	394	407	354	36%
ROOFER	106	105	118	98	79	97	125	104	18%
SAWFILER	20	30	36	42	38	31	25	32	25%
SHEET METAL WORKER	553	500	524	548	560	648	700	576	27%
SPRINKLER SYSTEMS INSTALLER	92	98	97	95	98	105	139	103	51%
STEAMFITTER- PIPEFITTER	554	646	718	782	879	1,107	1,230	845	122%
STRUCTURAL STEEL & PLATE FITTER	69	84	112	136	170	184	161	131	133%
TILESETTER	34	35	33	25	21	27	48	32	41%
TRANSPORT REFRIGERATION MECHANIC	19	27	35	32	41	42	46	35	142%
WATER WELL DRILLER	32	31	37	45	39	35	24	35	-25%
WELDER	1,714	2,002	2,560	2,978	3,785	4,699	4,549	3,184	165%
TOTAL	**21,383**	**21,546**	**23,407**	**24,836**	**27,179**	**30,555**	**31,390**	**25,757**	**47%**

Source: Alberta Apprenticeship and Industry Training Division, Alberta Learning

* Does not include statistics for Tool and Die Maker

Note 1: There are no statistics available for this trade prior to 1994. As a result, average and percentage change are based on data over the time period 1994 to 1999

Note 2: The statistics include those of the Metal Building Systems Erector which became a craft area within the Ironworker trade in 1995

Note 3: There are no statistics available for this trade prior to 1994. As a result, average and percentage change are based on data over the time period 1994 to 1999

TABLE 4 - **New Apprenticeship Registrations (Totals, Average, and Percentage Change) by Trade, 1993 to 1999***

TRADE	1993	1994	1995	1996	1997	1998	1999	1993-99 Average	1993-99 % Change
AGRICULTURAL MECHANIC	35	40	51	51	62	75	36	49	-14%
APPLIANCE SERVICE TECHNICIAN	38	47	25	21	13	22	26	27	-32%
AUTO BODY TECHNICIAN	132	149	172	143	158	160	161	154	22%
AUTOMOTIVE SERVICE TECHNICIAN	469	527	618	614	701	692	620	606	32%
BAKER	70	99	94	97	93	78	64	85	-9%
BOILERMAKER	31	21	33	50	21	34	36	32	16%
BRICKLAYER	23	12	25	11	21	49	52	28	126%
CABINETMAKER	98	104	117	89	110	107	140	109	43%
CARPENTER	435	454	401	507	613	765	924	586	112%
COMMUNICATION ELECTRICIAN	52	24	34	27	28	59	97	46	87%
CONCRETE FINISHER (Note 1)	0	50	33	21	19	20	29	29	-42%
COOK	344	376	410	416	378	344	361	376	5%
CRANE & HOISTING EQUIPMENT OPERATOR	82	258	261	278	265	267	314	246	283%
ELECTRICAL REWIND MECHANIC	14	9	11	20	17	16	13	14	-7%
ELECTRICIAN	623	673	633	712	1,154	1,354	1,235	912	98%
ELECTRONICS TECHNICIAN	28	38	23	27	22	17	13	24	-54%
ELEVATOR CONSTRUCTOR (Note 2)		3	9	11	8	17	54	17	1700%
FLOORCOVERING INSTALLER	34	28	32	23	24	17	24	26	-29%
GASFITTER	47	77	81	89	66	82	58	71	23%
GLAZIER	19	18	31	14	38	24	52	28	174%
HAIRSTYLIST	623	744	784	826	703	668	674	717	8%
HEAVY EQUIPMENT TECHNICIAN	350	526	650	594	780	873	637	630	82%
INSTRUMENT MECHANIC	236	243	189	194	269	307	280	245	19%
INSULATOR	104	68	46	36	64	93	93	72	-11%
IRONWORKER (Note 3)	35	18	189	203	64	107	123	106	251%
LANDSCAPE GARDENER	86	75	97	74	55	53	62	72	-28%
LATHER/INTERIOR SYSTEMS MECHANIC	12	13	25	13	17	10	35	18	192%
LOCKSMITH (Note 4)		48	29	23	16	14	21	25	-56%
MACHINIST	89	170	184	196	251	348	144	197	62%
MILLWRIGHT	193	242	290	307	348	379	341	300	77%
MOTORCYCLE MECHANIC	21	25	32	25	40	44	34	32	62%
PAINTER & DECORATOR	72	49	40	49	42	48	50	50	-31%
PARTSMAN	135	168	200	197	217	211	249	197	84%
PLUMBER	308	286	262	294	423	491	584	378	90%
POWER LINEMAN	32	29	43	23	48	37	42	36	31%
POWER SYSTEM ELECTRICIAN	17	14	15	9	21	23	29	18	71%
PRINTING & GRAPHIC ARTS CRAFTSMAN	23	21	24	15	24	5	1	16	-96%
RECREATION VEHICLE SERVICE TECHNICIAN	37	41	25	34	51	47	38	39	3%
REFRIGERATION & A.C. MECHANIC	89	88	99	93	108	94	106	97	19%
ROOFER	49	25	30	21	22	43	52	35	6%
SAWFILER	10	10	17	20	11	6	3	11	-70%
SHEET METAL WORKER	143	118	130	154	152	199	201	157	41%
SPRINKLER SYSTEMS INSTALLER	32	30	21	26	32	38	71	36	122%
STEAMFITTER- PIPEFITTER	156	242	242	226	308	398	345	274	121%
STRUCTURAL STEEL & PLATE FITTER	24	31	45	48	69	52	43	45	79%
TILESETTER	12	11	3	5	6	9	28	11	133%
TRANSPORT REFRIGERATION MECHANIC	6	12	18	4	22	11	17	13	183%
WATER WELL DRILLER	16	17	20	18	13	14	10	15	-38%
WELDER	518	893	1,130	975	1,655	1,859	1,063	1,156	105%
TOTAL	**6,002**	**7,264**	**7,973**	**7,923**	**9,642**	**10,680**	**9,679**	**8,452**	**61%**

Source: Alberta Apprenticeship and Industry Training Division, Alberta Learning

* Does not include statistics for Tool and Die Maker.

Note 1: There were no new apprentices registered in 1993. Therefore, average and percentage change is based on data over the time period 1994 to 1999.

Note 2: There are no statistics available for this trade prior to 1994. As a result, average and percentage change are based on data over the time period 1994 to 1999.

Note 3: The statistics include those of the Metal Building Systems Erector which became a craft area within the Ironworker trade in 1995.

Note 4: There are no statistics available for this trade prior to 1994. As a result, average and percentage change are based on data over the time period 1994 to 1999.

CHART 2 - Total and New Registrations by Trade and Trade Group, 1993 to 1999

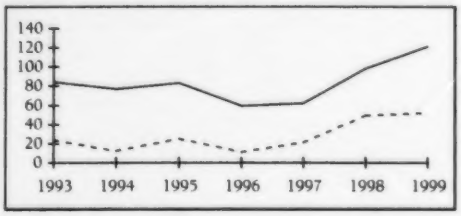
Trade	Trade Group	Page
Agricultural Mechanic	Vehicle & Related Trade Group	40
Appliance Service Technician	Other Trade Group	42
Auto Body Technician	Vehicle & Related Trade Group	40
Automotive Service Technician	Vehicle & Related Trade Group	40
Baker	Other Trade Group	42
Boilermaker	Metal Trade Group	39
Bricklayer	Architectural Construction Trade Group	34
Cabinetmaker	Architectural Construction Trade Group	34
Carpenter	Architectural Construction Trade Group	34
Communication Electrician	Electrical Trade Group	36
Concrete Finisher	Architectural Construction Trade Group	34
Cook	Other Trade Group	42
Crane & Hoisting Equipment Operator	Architectural Construction Trade Group	34
Electrical Rewind Mechanic	Electrical Trade Group	36
Electrician	Electrical Trade Group	36
Electronic Technician	Electrical Trade Group	36
Elevator Constructor	Architectural Construction Trade Group	34
Floorcovering Installer	Architectural Construction Trade Group	34
Gasfitter	Mechanical Trade Group	37
Glazier	Architectural Construction Trade Group	34
Hairstylist	Other Trade Group	42
Heavy Equipment Technician	Vehicle & Related Trade Group	40
Instrument Mechanic	Mechanical Trade Group	37
Insulator	Mechanical Trade Group	37
Ironworker	Metal Trade Group	39
Landscape Gardener	Other Trade Group	42
Lather-Interior Systems Mechanic	Architectural Construction Trade Group	34
Locksmith	Other Trade Group	42
Machinist	Metal Trade Group	39
Millwright	Metal Trade Group	39
Motorcycle Technician	Vehicle & Related Trade Group	40
Painter & Decorator	Architectural Construction Trade Group	34
Partsman	Vehicle & Related Trade Group	40
Plumber	Mechanical Trade Group	37
Power Lineman	Electrical Trade Group	36
Power System Electrician	Electrical Trade Group	36
Printing & Graphics Arts Craftsman	Other Trade Group	42
Recreation Vehicle Service Technician	Vehicle & Related Trade Group	40
Refrigeration & Air Conditioning	Mechanical Trade Group	37
Roofer	Architectural Construction Trade Group	34
Sawfiler	Metal Trade Group	39
Sheet Metal Worker	Mechanical Trade Group	37
Sprinker Systems Installer	Mechanical Trade Group	37
Steamfitter-Pipefitter	Mechanical Trade Group	37
Structural Steel & Plate Fitter	Metal Trade Group	39
Tilesetter	Architectural Construction Trade Group	34
Transport Refrigeration Mechanic	Vehicle & Related Trade Group	40
Water Well Driller	Other Trade Group	42
Welder	Metal Trade Group	39

CHART 2 CONTINUED...

Architectural Construction Trade Group

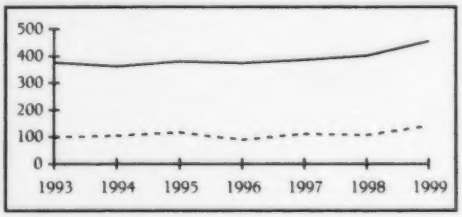
Bricklayer

Total Registrations		New Registrations	
1993	84	1993	23
1999	121	1999	52
93-99 Average	83	93-99 Average	28
93-99 % Change	44%	93-99 % Change	126%



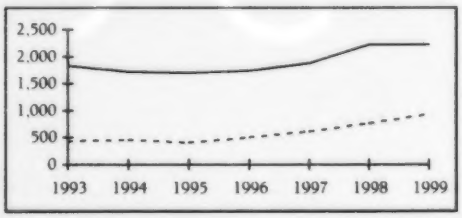
Cabinetmaker

Total Registrations		New Registrations	
1993	376	1993	98
1999	455	1999	140
93-99 Average	390	93-99 Average	109
93-99 % Change	21%	93-99 % Change	43%



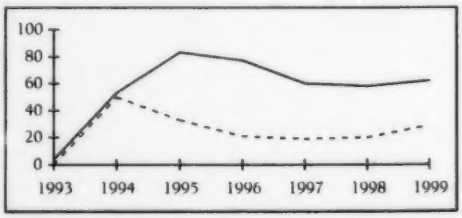
Carpenter

Total Registrations		New Registrations	
1993	1,828	1993	435
1999	2,219	1999	924
93-99 Average	1,900	93-99 Average	586
93-99 % Change	21%	93-99 % Change	112%



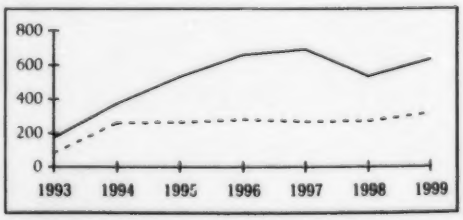
Concrete Finisher

Total Registrations		New Registrations	
1994	4	1994	50
1999	62	1999	29
94-98 Average	57	94-98 Average	29
94-98 % Change	1450%	94-98 % Change	-42%



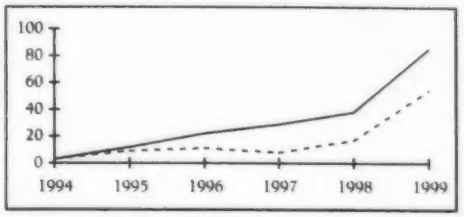
Crane & Hoisting Equipment Operator

Total Registrations		New Registrations	
1993	172	1993	82
1999	629	1999	314
93-99 Average	511	93-99 Average	246
93-99 % Change	266%	93-99 % Change	283%



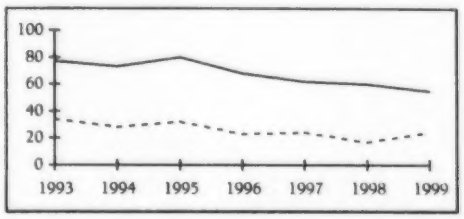
Elevator Constructor

Total Registrations		New Registrations	
1994	3	1994	3
1999	85	1999	54
94-98 Average	32	94-98 Average	17
94-98 % Change	2733%	94-98 % Change	1700%



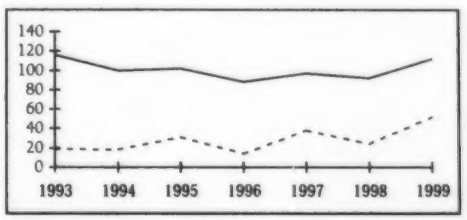
Floorcovering Installer

Total Registrations		New Registrations	
1993	77	1993	34
1999	55	1999	24
93-99 Average	68	93-99 Average	26
93-99 % Change	-29%	93-99 % Change	-29%



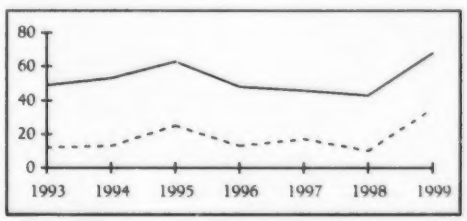
Glazier

Total Registrations		New Registrations	
1993	116	1993	19
1999	112	1999	52
93-99 Average	101	93-99 Average	28
93-99 % Change	-3%	93-99 % Change	174%



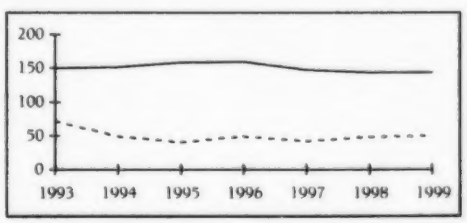
Lather-Interior Systems Mechanic

Total Registrations		New Registrations	
1993	49	1993	12
1999	68	1999	35
93-99 Average	53	93-99 Average	18
93-99 % Change	39%	93-99 % Change	192%



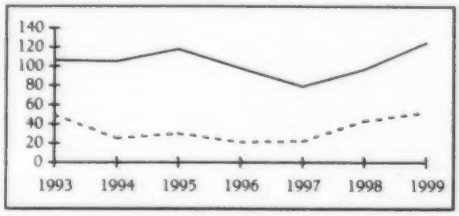
Painter & Decorator

Total Registrations		New Registrations	
1993	150	1993	72
1999	144	1999	50
93-99 Average	151	93-99 Average	50
93-99 % Change	-4%	93-99 % Change	-31%



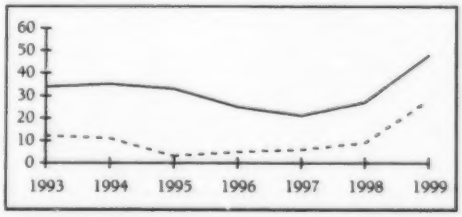
Roofer

Total Registrations		New Registrations	
1993	106	1993	49
1999	125	1999	52
93-99 Average	104	93-99 Average	35
93-99 % Change	18%	93-99 % Change	6%

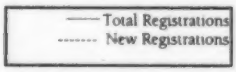


Tilesetter

Total Registrations		New Registrations	
1993	34	1993	12
1999	48	1999	28
93-99 Average	32	93-99 Average	11
93-99 % Change	41%	93-99 % Change	133%

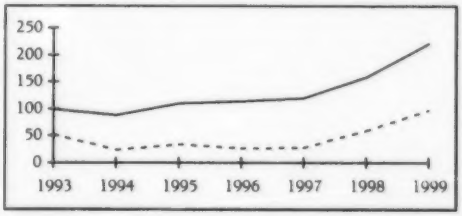


Electrical Trade Group



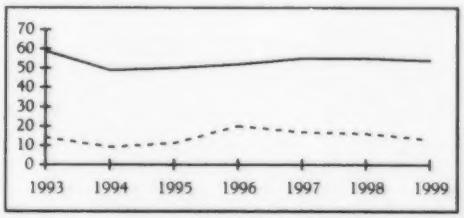
Communication Electrician

Total Registrations		New Registrations	
1993	99	1993	52
1999	220	1999	97
93-99 Average	130	93-99 Average	46
93-99 % Change	122%	93-99 % Change	87%



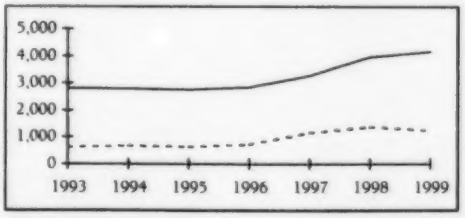
Electrical Rewind Mechanic

Total Registrations		New Registrations	
1993	59	1993	14
1999	54	1999	13
93-99 Average	53	93-99 Average	14
93-99 % Change	-8%	93-99 % Change	-7%



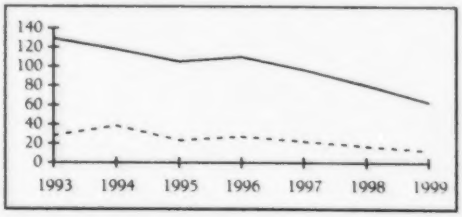
Electrician

Total Registrations		New Registrations	
1993	2,805	1993	623
1999	4,144	1999	1,235
93-99 Average	3,218	93-99 Average	912
93-99 % Change	48%	93-99 % Change	98%



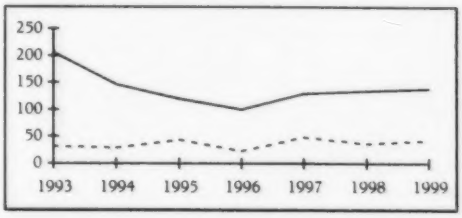
Electronic Technician

Total Registrations		New Registrations	
1993	129	1993	28
1999	63	1999	13
93-99 Average	100	93-99 Average	24
93-99 % Change	-51%	93-99 % Change	-54%



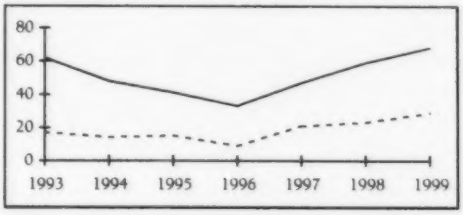
Power Lineman

Total Registrations		New Registrations	
1993	206	1993	32
1999	138	1999	42
93-99 Average	139	93-99 Average	36
93-99 % Change	-33%	93-99 % Change	31%

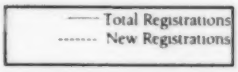


Power System Electrician

Total Registrations		New Registrations	
1993	62	1993	17
1999	68	1999	29
93-99 Average	51	93-99 Average	18
93-99 % Change	10%	93-99 % Change	71%

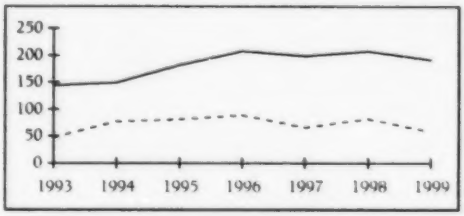


Mechanical Trade Group



Gasfitter

Total Registrations		New Registrations	
1993	144	1993	47
1999	192	1999	58
93-99 Average	183	93-99 Average	71
93-99 % Change	33%	93-99 % Change	23%



Instrument Mechanic

Total Registrations		New Registrations	
1993	988	1993	236
1999	1,022	1999	280
93-99 Average	946	93-99 Average	245
93-99 % Change	3%	93-99 % Change	19%

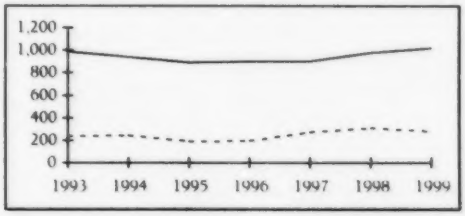
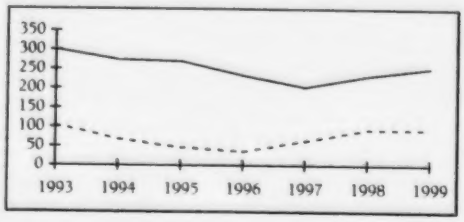


CHART 2 CONTINUED...

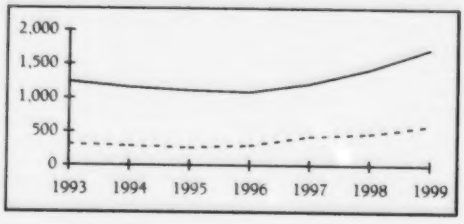
Insulator

Total Registrations		New Registrations	
1993	300	1993	104
1999	253	1999	93
93-99 Average	253	93-99 Average	72
93-99 % Change	-16%	93-99 % Change	-11%



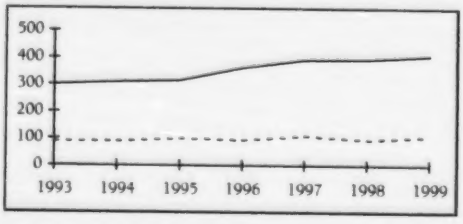
Plumber

Total Registrations		New Registrations	
1993	1,230	1993	308
1999	1,722	1999	584
93-99 Average	1,276	93-99 Average	378
93-99 % Change	40%	93-99 % Change	90%



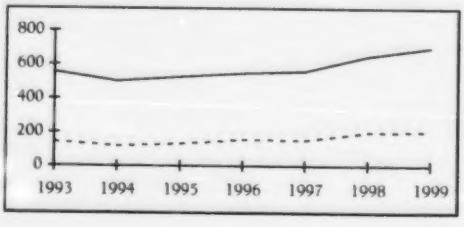
Refrigeration & Air Conditioning Mechanic

Total Registrations		New Registrations	
1993	300	1993	89
1999	407	1999	106
93-99 Average	354	93-99 Average	97
93-99 % Change	36%	93-99 % Change	19%



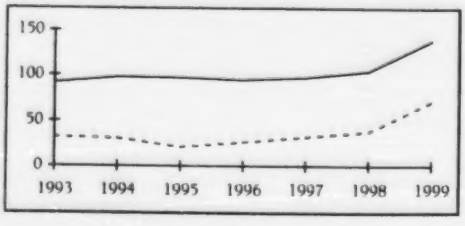
Sheet Metal Worker

Total Registrations		New Registrations	
1993	553	1993	143
1999	700	1999	201
93-99 Average	576	93-99 Average	157
93-99 % Change	27%	93-99 % Change	41%



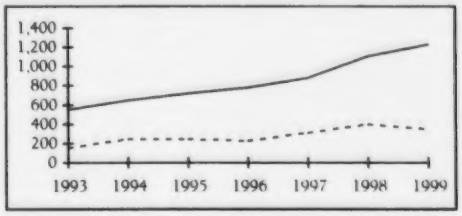
Sprinkler Systems Mechanic

Total Registrations		New Registrations	
1993	92	1993	32
1999	139	1999	71
93-99 Average	103	93-99 Average	36
93-99 % Change	51%	93-99 % Change	122%

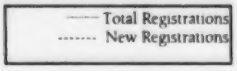


Steamfitter-Pipefitter

Total Registrations		New Registrations	
1993	554	1993	156
1999	1,230	1999	345
93-99 Average	845	93-99 Average	274
93-99 % Change	122%	93-99 % Change	121%

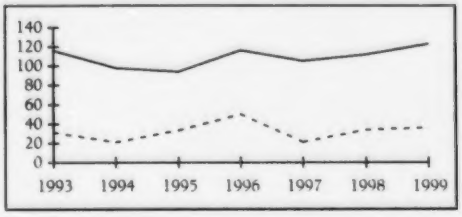


Metal Trade Group



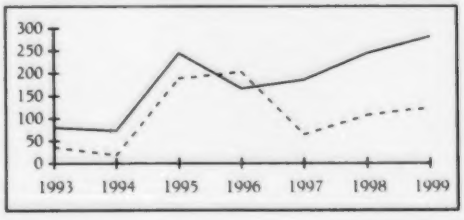
Boilermaker

Total Registrations		New Registrations	
1993	116	1993	31
1999	123	1999	36
93-99 Average	109	93-99 Average	32
93-99 % Change	6%	93-99 % Change	16%



Ironworker (Note 1)

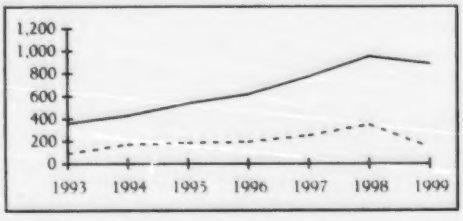
Total Registrations		New Registrations	
1993	80	1993	35
1999	281	1999	123
93-99 Average	182	93-99 Average	106
93-99 % Change	251%	93-99 % Change	251%



Note 1: the statistics include those of the Metal Building Systems Erector which became a craft area within the Ironworker trade in 1995

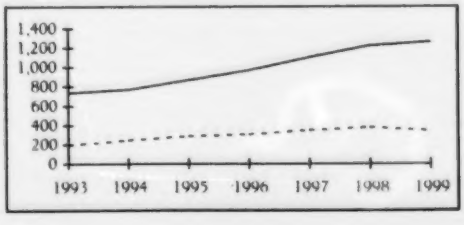
Machinist

Total Registrations		New Registrations	
1993	362	1993	89
1999	889	1999	144
93-99 Average	652	93-99 Average	197
93-99 % Change	146%	93-99 % Change	62%



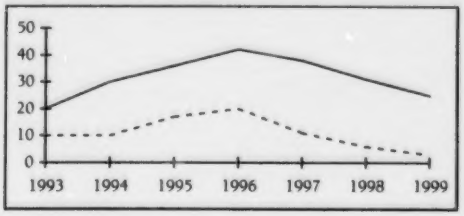
Millwright

Total Registrations		New Registrations	
1993	736	1993	193
1999	1,260	1999	341
93-99 Average	989	93-99 Average	300
93-99 % Change	71%	93-99 % Change	77%



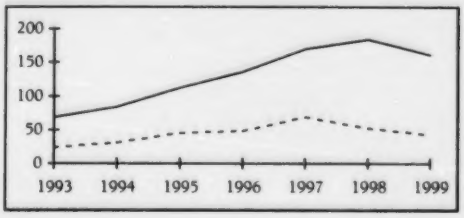
Sawfiler

Total Registrations		New Registrations	
1993	20	1993	10
1999	25	1999	3
93-99 Average	32	93-99 Average	11
93-99 % Change	25%	93-99 % Change	-70%



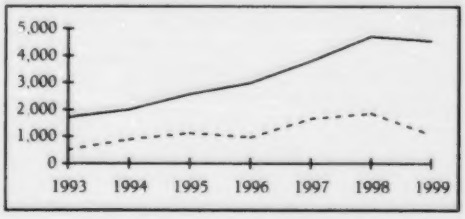
Structural Steel & Plate Fitter

Total Registrations		New Registrations	
1993	69	1993	24
1999	161	1999	43
93-99 Average	131	93-99 Average	45
93-99 % Change	133%	93-99 % Change	79%

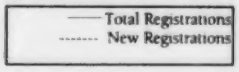


Welder

Total Registrations		New Registrations	
1993	1,714	1993	518
1999	4,549	1999	1,063
93-99 Average	3,184	93-99 Average	1,156
93-99 % Change	165%	93-99 % Change	105%

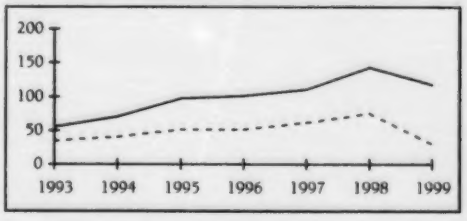


Vehicle & Related Trade Group



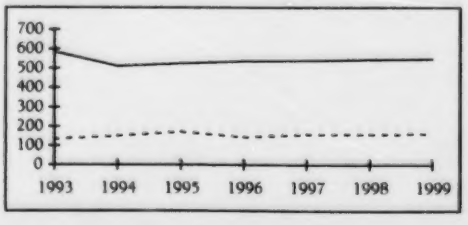
Agricultural Mechanic

Total Registrations		New Registrations	
1993	55	1993	35
1999	118	1999	30
93-99 Average	99	93-99 Average	49
93-99 % Change	115%	93-99 % Change	-14%



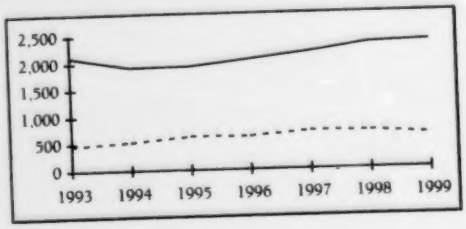
Auto Body Technician

Total Registrations		New Registrations	
1993	585	1993	132
1999	548	1999	161
93-99 Average	542	93-99 Average	154
93-99 % Change	-6%	93-99 % Change	22%



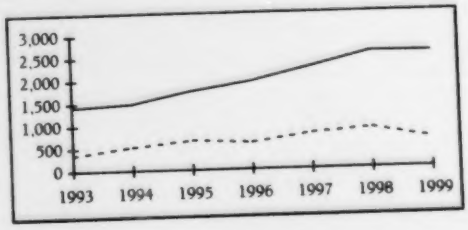
Automotive Service Technician

Total Registrations		New Registrations	
1993	2,108	1993	469
1999	2,366	1999	620
93-99 Average	2,122	93-99 Average	606
93-99 % Change	12%	93-99 % Change	32%



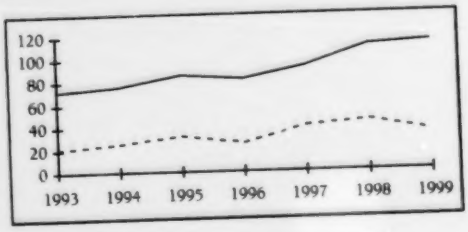
Heavy Equipment Technician

Total Registrations		New Registrations	
1993	1,424	1993	350
1999	2,579	1999	637
93-99 Average	2,005	93-99 Average	630
93-99 % Change	81%	93-99 % Change	82%



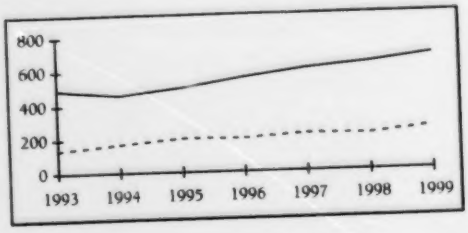
Motorcycle Technician

Total Registrations		New Registrations	
1993	72	1993	21
1999	114	1999	34
93-99 Average	91	93-99 Average	32
93-99 % Change	58%	93-99 % Change	62%



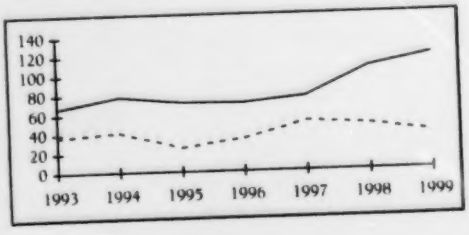
Partsman

Total Registrations		New Registrations	
1993	491	1993	135
1999	681	1999	249
93-99 Average	561	93-99 Average	197
93-99 % Change	39%	93-99 % Change	84%



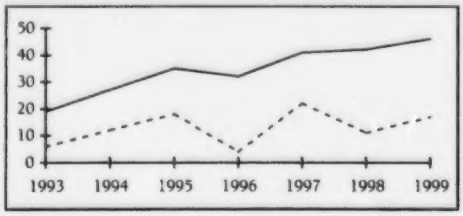
Recreational Vehicle Service Technician

Total Registrations		New Registrations	
1993	67	1993	37
1999	119	1999	38
93-99 Average	84	93-99 Average	39
93-99 % Change	78%	93-99 % Change	3%

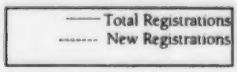


Transport Refrigeration Mechanic

Total Registrations		New Registrations	
1993	19	1993	6
1999	46	1999	17
93-99 Average	35	93-99 Average	13
93-99 % Change	142%	93-99 % Change	183%

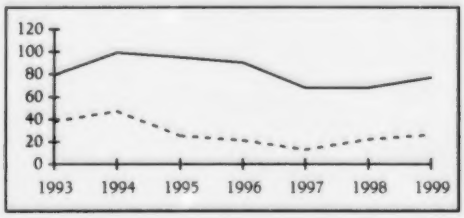


Other Trade Group



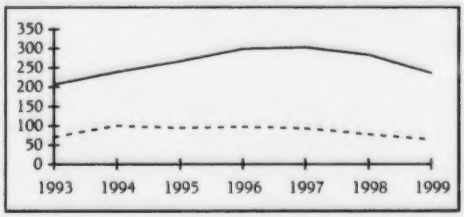
Appliance Service Technician

Total Registrations		New Registrations	
1993	79	1993	38
1999	77	1999	26
93-99 Average	82	93-99 Average	27
93-99 % Change	-3%	93-99 % Change	-32%



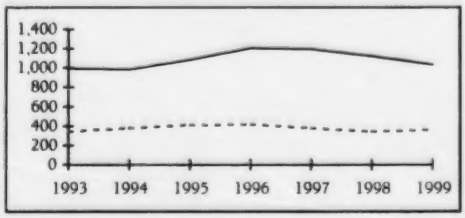
Baker

Total Registrations		New Registrations	
1993	208	1993	70
1999	237	1999	64
93-99 Average	262	93-99 Average	85
93-99 % Change	14%	93-99 % Change	-9%



Cook

Total Registrations		New Registrations	
1993	998	1993	344
1999	1,037	1999	361
93-99 Average	1,090	93-99 Average	376
93-99 % Change	4%	93-99 % Change	5%



Hairstylist

Total Registrations		New Registrations	
1993	1,132	1993	623
1999	1,348	1999	674
93-99 Average	1,316	93-99 Average	717
93-99 % Change	19%	93-99 % Change	8%

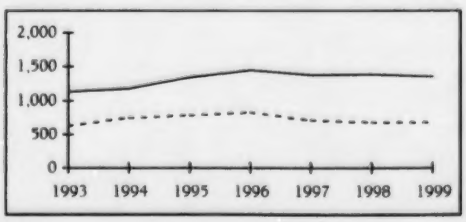
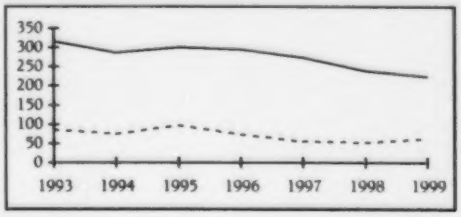


CHART 2 CONTINUED...

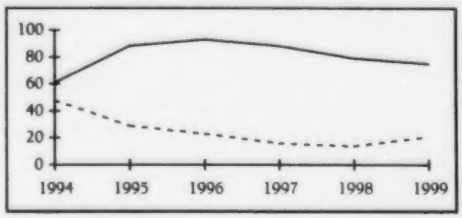
Landscape Gardener

Total Registrations		New Registrations	
1993	315	1993	86
1999	224	1999	62
93-99 Average	276	93-99 Average	72
93-99 % Change	-29%	93-99 % Change	-28%



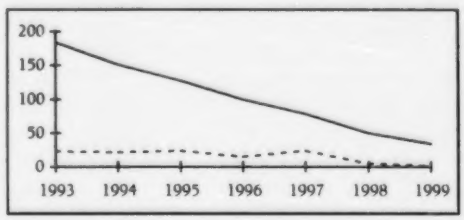
Locksmith

Total Registrations		New Registrations	
1994	61	1994	48
1999	75	1999	21
94-98 Average	81	94-98 Average	25
94-98 % Change	23%	94-98 % Change	-56%



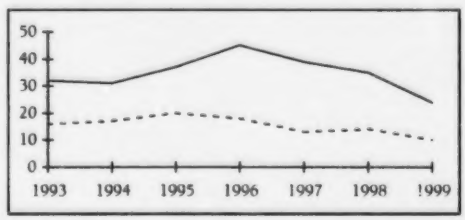
Printing & Graphic Arts Craftsman

Total Registrations		New Registrations	
1993	184	1993	23
1999	34	1999	1
93-99 Average	103	93-99 Average	16
93-99 % Change	-82%	93-99 % Change	-96%



Water Well Driller

Total Registrations		New Registrations	
1993	32	1993	16
1999	24	1999	10
93-99 Average	35	93-99 Average	15
93-99 % Change	-25%	93-99 % Change	-38%



- Alberta Trade and Occupational Certificates Issued in 1999

Trade/Occupation	Journeyman and Occupational Certificates Issued to Completing Apprentices and Trainees (See Note 1)	Equivalency Documents (See Note 2)	Red Seal Certificates Issued to Completing Apprentices	Extended Red Seal Program Certificates (See Note 3)	Journeyman Qualification Certificates
Agricultural Mechanic	36	2	31	449	
Appliance Service Technician	2	1	4	2	3
Auto Body Technician	76	1	53	17	15
Automotive Service Technician	318	28	289	39	11
Baker	63		60	5	4
Boilermaker	19	2	18		
Bricklayer	12		9		
Cabinetmaker	35		37		
Carpenter	191		123	3	1
Cement Finisher	6		4		
Communication Electrician	5				
Cook	183	3	173	16	12
Crane & Hoisting Equipment Operator					
- Mobile Crane	27	6	22	34	2
- Boom Truck	94	2			32
Electrical Rewind Mechanic	3		4	0	1
Electrician	403	14	291	22	19
Electronic Technician	12		4	1	1
Elevator Constructor	3	3			1
Floorcovering Installer	12		11		
Gasfitter	31	5			7
Gasfitter (Second Class)	219	5		1	
Glazier	7		7		
Hairstylist	474	35	327	57	17
Heavy Equipment Technician	404	23	335	22	27
Instrument Mechanic	91	1	80	5	4
Insulator	31		24	4	4
Ironworker	15	4	15	9	5
- Metal Building Systems Erector	21				17
Landscape Gardener	33				
Lather-Interior Systems Mechanic	7		2		
Locksmith	9				
Machinist	132		128	3	2
Millwright	195	2	171	20	19
Motorcycle Mechanic	17		18	3	2
Painter & Decorator	12		9		2
Partsman	101	1	102	11	7
Plumber	127	7	114	8	2
Power Lineman	29	1	29	12	1
Power System Electrician	11				2

TABLE 5 CONTINUED...

Trade/Occupation	Journeyman and Occupational Certificates Issued to Completing Apprentices and Trainees (See Note 1)	Equivalency Documents (See Note 2)	Red Seal Certificates Issued to Completing Apprentices	Extended Red Seal Program Certificates (See Note 3)	Journeyman Qualification Certificates (See Note 4)
Printing & Graphics Arts	3				
Recreation Vehicle Service Technician	14	1			2
Refrigeration & Air Conditioning Mechanic	52	2	43	1	1
Roofer	9		7	1	1
Sawfiler	8				
Sheet Metal Worker	62		53	1	1
Sprinker Systems Installer	21	1	18	1	
Steamfitter-Pipefitter	101	6	98	13	6
Structural Steel & Plate Fitter	27	1	25	3	2
Tilesetter	1				
Tool and Die Maker					
Transport Refirgeration Mechanic	4				
Water Well Driller	9				1
Welder	647	20	639	59	44
Total Journeyman Certificates	**4,424**	**177**	**3,377**	**449**	**278**
Contruction Craft Labourer Occupation	377				
Gas Utility Operator Occupation	12				
Plasterer Occupation					
Warehousing Occupation	728				
Total Occupational Certificates	**1,117**				
Totals - All Certificates	**5,541**	**177**	**3,377**	**449**	**278**

Note 1: 4,370 apprenticeship graduates (see table 2) completed all their technical training and on-the-job training requirements in 1999. However, 4,424 certificates were processed and issued to completing apprentices, since some of the certificates were issued to apprentices who had completed all their technical training and on-the-job requirements in the previous year.

Note 2: Alberta Equivelancy Documents are issued to recognize a certificate or document as being equivalent to a trade certificate granted under the Alberta Apprenticeship and Industry Training Act when the skills and knowledge upon which that certificate or document is based have been deemed to be equivalent to those of an Alberta certified journeyman in that trade (i.e. individuals having completed an apprenticeship program in another country).

Note 3: Extended Interprovincial Red Seals are issued to individuals who achieved their journeyman status through a different route (e.g. Equivalency Program) than completing an Alberta apprenticeship program.

Note 4: Journeymen Qualification Certificates are issued to persons whose knowledge, skills and work experience meet industry established competencies in an Alberta designated trade.

TABLE 6 - Alberta Trade Certificates Issued to Completing Apprentices, by Trade, 1993 to 1999*

TRADE**	1993	1994	1995	1996	1997	1998	1999	Totals 1993-99
AGRICULTURAL MECHANIC	13	19	20	30	40	24	36	182
APPLIANCE SERVICEMAN	37	14	17	18	21	12	2	121
AUTO BODY TECHNICIAN	139	109	91	79	71	59	76	624
AUTOMOTIVE SERVICE TECHNICIAN	438	444	353	308	301	296	318	2,458
BAKER	47	38	40	33	47	46	63	314
BOILERMAKER	22	24	20	16	20	16	19	137
BRICKLAYER	13	17	13	16	10	6	12	87
CABINETMAKER	65	53	44	49	41	36	35	323
CARPENTER	243	235	236	212	195	167	191	1,479
COMMUNICATION ELECTRICIAN	68	25	3	13	3	8	5	125
CONCRETE FINISHER (Note 1)	0	0	0	19	19	8	6	52
COOK	135	165	174	158	151	192	183	1,158
CRANE AND HOISTING OPERATOR								
—MOBILE CRANE	13	21	23	15	26	32	27	157
—BOOM TRUCK	19	8	47	64	82	77	94	391
ELECTRICAL REWIND MECHANIC	10	9	4	11	6	7	3	50
ELECTRICIAN	507	417	451	417	413	387	403	2,995
ELECTRONIC TECHNICIAN	18	20	20	13	18	17	12	118
ELEVATOR CONSTRUCTOR (Note 2)	0	0	0	1	0	2	3	6
FLOORCOVERING INSTALLER	16	13	14	19	15	7	12	96
GASFITTER	36	52	35	47	52	46	31	299
GASFITTER (SECOND CLASS)	243	263	267	247	255	219	219	1,713
GLAZIER	18	16	13	16	13	8	7	91
HAIRSTYLIST	435	523	665	557	557	487	474	3,698
HEAVY EQUIPMENT TECHNICIAN	366	339	292	277	293	353	404	2,324
INSTRUMENT MECHANIC	163	170	165	114	112	108	91	923
INSULATOR	27	36	22	18	35	30	31	199
IRONWORKER	14	13	14	18	21	21	36	137
LANDSCAPE GARDENER	33	36	41	34	33	44	33	254
LATHER-INTERIOR SYSTEMS MECHANIC	14	4	11	6	5	3	7	50
LOCKSMITH (Note 3)	0	0	0	15	11	2	9	37
MACHINIST	104	67	55	75	58	110	132	601
MILLWRIGHT	207	156	145	160	127	172	195	1,162
MOTORCYCLE MECHANIC	14	14	14	18	11	20	17	108
PAINTER AND DECORATOR	25	21	7	26	26	20	12	137
PARTSMAN	121	122	83	81	90	101	101	699
PLUMBER	188	190	170	180	162	145	127	1,162
POWER LINEMAN	53	67	68	27	12	16	29	272
POWER SYSTEM ELECTRICIAN	38	18	14	10	4	5	11	100
PRINTING & GRAPHIC ARTS	38	14	23	13	14	11	3	116
RECREATION VEHICLE SERVICE TECHNICIAN	12	18	21	2	12	7	14	86
REFRIGERATION & AIR CONDITIONING MECHANIC	42	53	63	39	57	54	52	360
ROOFER	20	12	8	13	11	13	9	86
SAWFILER	10	0	4	7	13	11	8	53
SHEET METAL WORKER	53	72	51	43	43	35	62	359
SPRINKLER SYSTEMS INSTALLER	6	13	9	12	11	11	21	83
STEAMFITTER-PIPEFITTER	63	81	102	75	118	81	101	621
STRUCTURAL STEEL & PLATE FITTER	20	11	11	12	12	23	27	116
TILESETTER	8	4	1	7	1	1	1	23
TRANSPORT REFRIGERATION MECHANIC	3	2	7	1	4	5	4	26
WATER WELL DRILLER	11	9	5	7	8	10	9	59
WELDER	469	436	376	382	547	629	647	3,486
TRADE CERTIFICATES ISSUED TO COMPLETING APPRENTICES	**4,657**	**4,463**	**4,332**	**4,030**	**4,207**	**4,200**	**4,424**	**30,313**

Source: Alberta Apprenticeship and Industry Training Division, Alberta Learning

* Does not include statistics for Tool and Die Maker. **Although program lengths vary from trade to trade, the majority of apprentices graduate from 4 and 3-year programs

Note 1,2,3: There is no data available for these trades prior to 1996.

CHART 3 Apprentices Registered in Alberta, 1949 to 1999*

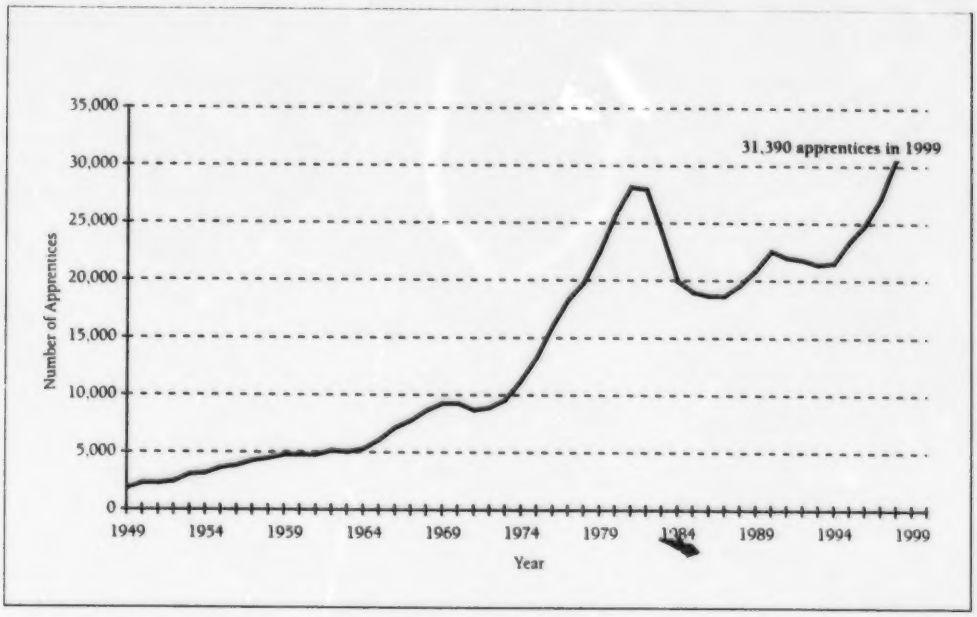
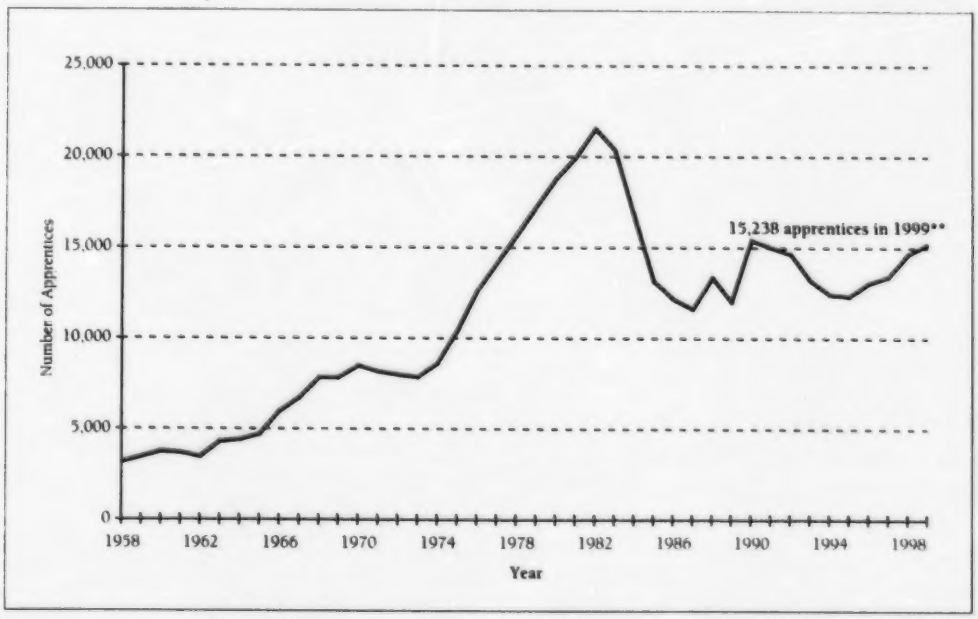


CHART 4 Alberta Apprenticeship Technical Training Attendance, 1958 to 1999*



Source: Alberta Apprenticeship and Industry Training Division, Alberta Learning

* These graphs represent statistics covering calendar years (January to December)

** Approximately 16,000 apprentices are expected to attend technical training by the end of the 2000 school year (August 1, 1999 to July 31, 2000). This has been included for comparative purposes since colleges and technical training institutes report their data by school year.

TABLE 7 - Apprenticeship Technical Training Attendance by Trade and Period (or Year) of Training, 1999*

TRADE	1st Year	2nd Year	3rd Year	4th Year	TOTAL ATTENDANCE
AGRICULTURAL MECHANIC	33	32			65
APPLIANCE SERVICEMAN	18	0	0		18
AUTOBODY TECHNICIAN	71	46	60		177
AUTOMOTIVE SERVICE TECHNICIAN	386	319	293	300	1,298
BAKER	31	37	43		111
BOILERMAKER (See Note 3)	12	30	17	21	80
BRICKLAYER	35	22	20		77
CABINETMAKER	100	52	49	29	230
CARPENTER	386	281	190	157	1,014
COMMUNICATION ELECTRICIAN	27	1	9	2	39
CONCRETE FINISHER	26	12			38
COOK	133	106	125		364
CRANE AND HOISTING EQUIPMENT OPERATOR	128	N/A	23		151
ELECTRICAL REWIND MECHANIC	8	12	10	13	43
ELECTRICIAN	785	736	484	395	2,400
ELECTRONIC TECHNICIAN	0	9	0	7	16
FLOORCOVERING INSTALLER	0	8			8
GASFITTER	20	N/A	23		43
GLAZIER	31	23	5	9	68
HAIRSTYLIST	55	69			124
HEAVY EQUIPMENT TECHNICIAN	450	392	385	303	1,530
INSTRUMENT MECHANIC	91	73	81	78	323
INSULATOR	36	29	23		88
IRONWORKER	11	24	22		57
—METAL BUILDING SYSTEMS ERECTOR	13				13
LANDSCAPE GARDENER	45	23	28	32	128
LATHER-INTERIOR SYSTEMS MECHANIC	11	0	0		11
LOCKSMITH (See Note 4)	10	6	6	7	29
MACHINIST	149	150	138	135	572
MILLWRIGHT	226	212	191	172	801
MOTORCYCLE MECHANIC	9	11	11	17	48
PAINTER AND DECORATOR	17	32	0		49
PARTSMAN	166	122	106		394
PLUMBER	330	168	161	130	789
POWER LINEMAN	30	27	21		78
POWER SYSTEM ELECTRICIAN (See Note 5)	7	4	9	15	35
PRINTING & GRAPHIC ARTS CRAFTSMAN	0	0	0	0	0
RECREATION VEHICLE SERVICE TECHNICIAN	29	14	30		73
REFRIGERATION & AIR CONDITIONING MECHANIC	52	98	53	28	231
ROOFER	24	8	5		37
SAWFILER	2	8	6	6	22
SHEET METAL WORKER	102	54	72	38	266
SPRINKLER SYSTEMS INSTALLER	0	22	14		36
STEAMFITTER-PIPEFITTER	158	155	80	64	457
STRUCTURAL STEEL & PLATE FITTER	31	28	15		74
TILESETTER	18	2	0		20
TRANSPORT REFRIGERATION MECHANIC	11	11	11		33
WATER WELL DRILLER	11	13			24
WELDER	982	954	720		2,656
TOTAL	**5,306**	**4,435**	**3,539**	**1,958**	**15,238**

Source: Apprenticeship and Industry Training Division, Alberta Learning.

* These statistics cover the calendar year from January 1 to December 31, 1999. Since a school year is from August 1 to July 31, the calendar year statistic may vary from the school year statistics.

Note 1: Blank cells indicate completion of the apprenticeship program at the end of the previous period of training.

Note 2: "N/A" indicates no technical training is required in the period indicated, according to the approved curriculum for that trade.

Note 3: As of 1995/96, the number of technical training levels in the Boilermaker trade increased from three to four by including an "Entry Level" of technical training in the first period of the program.

Note 4: Locksmith technical training was offered for the first time in the 1995/96 school year.

Note 5: Apprentices in this trade take their 1st and 2nd periods of technical training together with apprentices from the Electrical trade.

Note 6: Zeros indicate no classes were offered during the reporting period.

TABLE 18 Technical Training Attendance by Institution and Period of Training - 1999*

	1st Year	2nd Year	3rd Year	4th Year	Total
Delmar (See Note 1)	33	37			70
Fairview College	217	198	173	103	691
Keyano College	116	130	114	58	418
Lakeland College	178	209	118	50	555
Lethbridge Community College	237	176	97	60	570
Marvel (See Note 1)	22	32			54
Medicine Hat	89	78	57	37	261
Northern Alberta Institute of Technology	2,403	1,919	1,588	899	6,809
Olds College	78	55	50	45	228
Red Deer College	396	417	275	125	1,213
Southern Alberta Institute of Technology	1,531	1,174	1,054	575	4,334
Tilesetter Joint Conference Board (See Note 2)	4	2			6
Employer Trained (See Note 3)			7		7
British Columbia Institute of Technology (See Note 4)	2	8	6	6	22
TOTALS	**5,306**	**4,435**	**3,539**	**1,958**	**15,238**

Source: Apprenticeship and Industry Training Division, Alberta Learning
* These statistics cover the calendar year from January 1 to December 31, 1998. Since a school year is from August 1 to July 31 the following year, the calendar year statistics may vary from the school year statistic.
Note 1: The Delmar and Marvel schools train Hairstylists. The Hairstylist trade is a two-year apprenticeship program.
Note 2: BC Tilesetter Joint Conference Board offers Tilesetter training.
Note 3: Trans Alta Utilities is accredited to provide technical training for its Power Lineman apprentices.
Note 4: British Columbia Institute of Technology provides technical training for Sawfilers and Tilesetters.

TABLE 19 Apprenticeship Registrations, Graduations and Technical Training Attendance by Apprenticeship and Industry Training Office Location, 1999

	Total Registrations	New Apprentices	Apprentice Graduates	Tech. Training Attendance
Calgary	5,395	1,699	755	2,731
Calgary South	2,750	990	385	1,205
Lethbridge	1,399	496	193	661
Medicine Hat	995	303	163	500
Red Deer	2,678	852	368	1,413
SOUTH REGION TOTAL	**13,217**	**4,340**	**1,864**	**6,510**
Bonnyville	756	208	115	346
Edmonton	11,713	3,329	1,515	5,485
Fort McMurray	1,609	628	193	616
Grande Prairie	1,113	315	192	604
Hinton	650	165	111	326
Peace River	754	224	91	340
Slave Lake	495	136	61	220
Vermilion	683	218	152	497
NORTH REGION TOTAL	**17,773**	**5,223**	**2,430**	**8,434**
ACCESS INITIATIVES (See Note 1)	66	4	8	32
CENTRAL OFFICE (See Note 2)	39	10	10	33
INTERPROVINCIAL/INTERNATIONAL APPRENTICES (See Note 3)	295	102	58	229
TOTALS	**31,390**	**9,679**	**4,370**	**15,238**

Source: Apprenticeship and Industry Training Division, Alberta Learning
Note 1: Alberta Learning provides additional assistance to persons with special needs.
Note 2: Alberta provides technical training for apprentices from other provinces and the territories where the trade is designated but they are unable to provide technical training due to small apprentice registration numbers. Alberta does not issue those persons a certificate.
Note 3: Alberta registers apprentices and provides technical training to persons in jurisdictions where no program exists. Alberta issues a certificate upon completion of the program.

TABLE 10 Industry Advisory Network Meetings by Trade, 1999

TRADE/OCCUPATION	Provincial Apprenticeship Committees	Provincial Apprenticeship Sub-Committees	Totals Provincial Apprenticeship Committees	Totals Local Apprenticeship Committees	Totals All Committees
AGRICULTURAL MECHANIC	1	6	7	N/A	7
APPLIANCE SERVICE TECHNICIAN	1	2	3	2	5
AUTO BODY TECHNICIAN	1	3	4	0	4
AUTOMOTIVE SERVICE TECHNICIAN	1	6	7	2	9
BAKER	0	3	3	0	3
BOILERMAKER	1	4	5	0	5
BRICKLAYER	1	3	4	2	6
CABINETMAKER	0	3	3	3	6
CARPENTER	0	4	4	2	6
COMMUNICATION ELECTRICIAN	0	0	0	0	0
CONCRETE FINISHER	0	1	1	0	1
COOK	0	7	7	1	8
CRANE & HOISTING EQUIPMENT OPERATOR	1	7	8	0	8
ELECTRICAL REWIND MECHANIC	0	1	1	0	1
ELECTRICIAN	2	4	6	4	10
ELECTRONIC TECHNICIAN	1	2	3	1	4
ELEVATOR CONSTRUCTOR	1	0	1	N/A	1
FLOORCOVERING INSTALLER	1	0	1	0	1
GASFITTER	1	0	1	1	2
GLAZIER	1	3	4	0	4
HAIRSTYLIST	2	1	3	7	10
HEAVY EQUIPMENT TECHNICIAN	2	3	5	5	10
INSTRUMENT MECHANIC	0	2	2	3	5
INSULATOR	1	2	3	0	3
IRONWORKER	1	1	2	0	2
LANDSCAPE GARDENER	0	5	5	0	5
LATHER-INTERIOR SYSTEMS MECHANIC	1	1	2	0	2
LOCKSMITH	1	1	2	1	3
MACHINIST	1	1	2	1	3
MILLWRIGHT	2	0	2	1	3
MOTORCYCLE MECHANIC	1	2	3	0	3
PAINTER AND DECORATOR	0	4	4	2	6
PARTSMAN	0	2	2	1	3
PLUMBER	1	4	5	1	6
POWER LINEMAN	1	0	1	0	1
POWER SYSTEM ELECTRICIAN	0	3	3	0	3
PRINTING & GRAPHIC ARTS CRAFTSMAN	0	0	0	0	0
RECREATION VEHICLE SERVICE TECHNICIAN	1	5	6	2	8
REFRIGERATION & AIR CONDITIONING MECHANIC	1	3	4	1	5
ROOFER	0	0	0	0	0
SAWFILER	0	0	0	N/A	0
SHEET METAL WORKER	1	3	4	1	5
SPRINKLER SYSTEMS INSTALLER	0	0	0	0	0
STEAMFITTER-PIPEFITTER	1	4	5	1	6
STRUCTURAL STEEL & PLATE FITTER	1	2	3	0	3
TILESETTER	0	0	0	2	2
TOOL AND DIE MAKER	1	1	2	0	2
TRANSPORT REFRIGERATION MECHANIC	1	1	2	N/A	2
WATER WELL DRILLER	2	0	2	N/A	2
WELDER	1	6	7	3	10
TOTAL ALL TRADES	***38***	***116***	***154***	***50***	***204***

TABLE 10 CONTINUED...

TRADE/OCCUPATION	Provincial Apprenticeship Committees	Provincial Apprenticeship Sub-Committees	Totals Provincial Apprenticeship Committees	Totals Local Apprenticeship Committees	Totals All Committees
CONSTRUCTION CRAFT LABOURER OCCUPATION	4	1	5		5
GAS UTILITY OPERATOR OCCUPATION	1	0	1		1
OUTDOOR POWER EQUIPMENT TECHNICIAN OCCUPATION	0	1	1		1
PLASTERER OCCUPATION	0	0	0		0
WAREHOUSING OCCUPATION	2	4	6		6
TOTAL ALL TRADES AND OCCUPATIONS	**45**	**148**	**167**	**50**	**217**

Source: Apprenticeship and Industry Training Division, Alberta Learning.
Note: "N/A" refers to trades where Local Apprenticeship Committees do not exist. Designated occupations do not have local committees.